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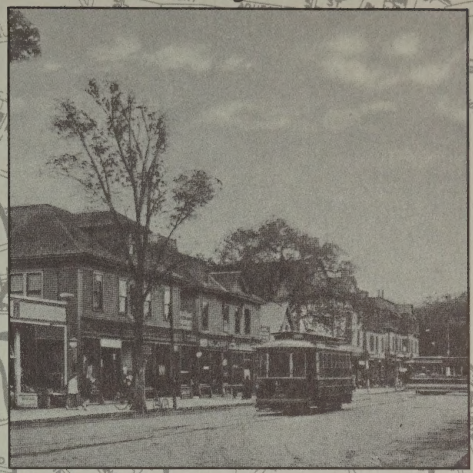
Needham, Mass.

Town of Needham

1976-7 Annual Report

Trolley Cars



1897 - 1927

Minibus

1976 -

Transportation 1897 - 1977

IN TRIBUTE... TOWN OF NEEDHAM, MASSACHUSETTS

The following persons retired from the Town of Needham during the period of July 1, 1976 through June 30, 1977. We gratefully acknowledge their services to the community.

Name	Department	Years of Service
Mildrid Austin	School-Cafeteria	12
Harold D. Bigelow	DPW-Sewer	15
Elizabeth B. Bloom	DPW-Clerk	14
Beatrice H. Carpenter	School-Secretary	19
Emanuella Caunt	School-Cafeteria	19
John Chambers	Teacher-High School-Math	23
Marjorie DeGrasse	Teacher-Highland-Grade 4	17
Francis G. Denneen	DPW-Highway	29
Ruth Dritt	Hospital-Social Service	3
Georgia M. Dunne	School-Secretary	9
Bertha Edison	Hospital-Nurse	11
Paul L. Ewing	DPW-Highway	19
Margaret Gotthardt	Teacher-Pollard-Home Economics	9
Frederick A. Harris	School-Director of Music	25
Eleanor L. Keezer	Hospital-Nurse	22
James R. Lawson	DPW-Sewer	18
Anna J. Lee	School-Cafeteria	21
Nancy E. MacMillan	School-Cafeteria	15
Elsa M. Magnuson	Hospital-Admitting Office	20
Dagney F. Mathisen	School-Secretary	12
Mary Navin	School-Broadmeadow-Grade 3	18
Helen J. Peschier	School-Cafeteria	19
Hazel Raynor	Hospital-Housekeeping	12
Dorothy Read	School-Secretary	19
Ursula M. Reddy	Hospital-Secretary	9
Anne B. Sell	Library-Reference Supervisor	8
Charles Siegel	Teacher-High School-Math	20
Clara L. Simpson	Hospital-Clerk	6
Thomas Sparks	School-Custodian	7
Margaret Wellington	School-High Rock-Grade 4	10
Helen F. Woodbury	School-Secretary	15

In Memoriam...

Lucy S. Burnside	Hospital-Nurse	2
Albert D. Harris	DPW-Water	22
Robert a. Sauve'	DPW-Highway	5

In addition to the section on Needham's Transportation History that appears on Pages 3 and 4, numerous smaller excerpts will be found scattered throughout this edition of the Town Report. Their locations are marked by a silhouetted locomotive. The Town Report Committee is parcularly grateful to Mr. Henry Hicks, Director of Social Studies for the Needham Schools, for his assistance in locating and preparing these historical notes.

Cover Concept — June Koss
Design and Typography — Dave, Roberta and Debbie Crocker

S
353.9
N
1976-77
Fiscal Year 7/1/76 - 6/30/77

OUR TOWN

SITUATION:

About 10 miles southwest of Boston.
Geodestic position of Town Hall:
Latitude 42°-16-51.567″,
Longitude 71°-14′-13.048.

POPULATION:

29,936 (1975 State Census)

AREA:

Approximately 12.75 square miles.

ELEVATION:

85 feet above sea level at Rosemary Meadows,
180 feet at Needham Square, 300 feet in Birds Hill.

ASSESSED VALUATION:

$312.017,000, Real Estate only,
12,912,950, Personal Property.
$324,929,950, Total.

TAX RATE:

For the period from July 1, 1975 - June 30, 1976:
$51.40 of which $28.09 is for Schools.

TOWN HALL:

Built in 1902. Phone: 444-1500.
John W. Allen, custodian.

OFFICES OPEN TUESDAY EVENING:

Offices of Selectmen, Second and Fourth Tuesday; Office of Town Clerk, Second and Fourth Tuesday; Planning Board, every Tuesday; Assessors, Second and Fourth Tuesday by appointment only.

SENATORS IN CONGRESS:

Edward W. Brooke
Edward M. Kennedy

STATE SENATOR:

David H. Locke of Wellesley
(Norfolk & Middlesex District)

REPRESENTATIVE IN CONGRESS:

John J. Moakley of Boston (Ninth Congressional District).

REPRESENTATIVES IN GENERAL COURT:

Robert F. Larkin, Jr. (Prec. A, B, C, E, F, G, I, J); Charles Long (D); David Mofenson (H).

MEMBER OF GOVERNOR'S COUNCIL:

Herbert L. Connolly of Newton
(Second Councillor District)

QUALIFICATIONS FOR REGISTRATION AS VOTERS:

Must be 18 years of age, American born or fully naturalized. Registration Monday through Friday 8:30 a.m. to 5 p.m., Second and Fourth Tuesday evening, at the Town Clerk's office, special evening Sessions of Registrars held preceding elections.

ABSENTEE VOTING:

All elections.

DOG LICENSES:

All licenses expire March 31. A dog should be licensed when 3 months old. Fees: Male-$3; Female-$6; Spayed-$3.

TAX BILLS:

Now paid semi-annually due March 15 for first 6 months. If unpaid on May 1, interest will be added according to law from April 1. Due July 1 for last 6 months. If unpaid on November 1, interest will be added according to law from October 1. Motor excise and water bills are due sixty days from date of issuance.

BOARD OF HEALTH:

Householders shall report to the Board of Health all cases of communicable diseases, unless a physician is in attendance.

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Needham's Transportation Picture

Transportation in Needham has changed many times during the town's 266 year history, but it has had an obvious impact on the character of the town down through the years. Such events as the coming of the railroad in 1853 and the building of Route 128, Boston's circumferential highway, in 1952 brought increased population and industry to the town.

The earliest form of public transportation to and from Needham was the stage coach. Beginning in 1808, the stages ran four days a week from Boston to Needham along Central Avenue. When the Worcester Railroad opened as far as Grantville (Wellesley Hills) in 1834, a stage ran daily to the station from Needham.

The first train arrived at the present Needham Station at 1:30 p.m. on June 1, 1853, operating via Brookline and Newton Highlands. In the early 1850's several railroad companies had proposed building a route "to the west" along Central Ave. and then through the center of the East Parish of Needham. However, a nephew of the distinguished Boston siversmith, Paul Revere, refused to donate any property to the railroad. In 1844 this George Revere had erected a sizable store block in what was the business center, which included a store, post office and secular meeting hall. With his blockage of the planned route, the railroad was then contructed along the "Great Plain," parallel with Highland Ave. Its arrival in 1853 was a signal to the residents that future growth would be along its right-of-way. By 1879 even the church had moved away from the old center to its Dedham Ave. site.

This railroad line was later extended to Woonsocket, Rhode Island, via Charles River and Dover. In 1880, a branch line was contructed from the Charles River Station to Hotel Wellesley on Grove Street, part of the Ridge Hill Farms estate of flamboyant sewing machine magnate William Emerson Baker.

Needham residents walked or used horses to travel around town and to and from the railroad stations. Livery stables, such as Eaton's which stood in what is now Eaton Square, boarded and rented horses and vehicles. The importance of the horse to 19th century Needham is indicated by a paragraph in the Town Meeting Record of 1892, which states:

> "We congratulate the Board of Water Commissioners on the success of the improved drinking fountains for horses. All doubts and misgivings as to whether it would be possible to have constantly running water have been happily dispelled. The claims of those who advocated the change have been amply sustained, for notwithstanding we have had a winter of almost unprecedented severity, there has not been a day when a plentiful supply could not be obtained."

A new mode of transportation, trolley cars, operated in Needham from 1897 to 1927, with four lines in operation for several years. When the Needham and Boston St. Railway Co. made its first run June 29, 1899, one Boston newspaper boasted that it "will open up one of the finest residential

districts in the State." Sunday, July 24, 1900 was the day of peak trolley service when 10,000 persons rode the four routes to Forest Hills, Watertown, Wellesley and South Natick on open cars that provided 20 minute service all day.

By 1910, the local newspaper could report in its Time of Trolley Trips column that:

> "The town of Needham has much to boast about, but the thing which impresses the visitor and commuter the most is the railway facilities. Three separate street railways and two distinct railroads enter the town. On the north, the Middlesex and Boston St. Railway Co. operated a line through the Newtons to Watertown. This line connects to Commonwealth Ave. with the line going to Norumbega Park, the celebrated amusement park of New England.
>
> On the west from Needham, the Middlesex and Boston operates a car line running to Wellesley, the

famous college town. Here we can connect with cars going to Natick at South Framinghan, then on to Hopkinton and Westboro to Worcester. Going east from Wellesley, cars connect to those for the historic towns of Lexington and Concord.

No visitor to New England can afford to leave without taking the trip. Every facility is afforded the traveler to visit this beautiful country. The conductors are at all times willing to answer questions and give information relative to points of interest."

The years 1911, 1912 and 1913 must be counted as the time when Needham had the greatest accessibility to Boston via public transportation. In addition to the trolley lines, there were over eighty passenger trains into Boston. This was possible because of a loop service via Newton Highlands in one direction and West Roxbury in the other direction. Express trains made it into the city in 21 minutes.

With the advent of automobiles, rail patronage and service started to dwindle as both the trolley and railroad lines lost revenue. The last recorded passenger trolley trip in Needham was an exciting one. Running frm the Square to Newton, the car left here at 11:30 a.m. on December 31, 1927. All went well until, in descending Webster St. near Central, the ice on the rails caused the car to jump the tracks and land against a fence. It proved a long walk for many.

Police department transportation made news in 1923, when Town Meeting voted to purchase a motorcycle for police use. According to the Town Report: "The effect of the knowledge that a motor cycle officer is on duty in a town is very wholesome." Speeders, beware!

Another method of public transportation, the motor bus, lasted longer in Needham than did the trolley car. The first buses replaced the decaying Spring St. trolley line on November 2, 1919. Over the years—climaxing during the Second World War—we had eight different routes, three running to Greendale Ave. to High Rock St. and to North Needham, plus direct buses to Watertown, Wellesley, Dover and the connective services via Spring St. and Central Ave. to Cleveland Circle. By the 1970's this had been reduced to the Watertown and Spring St. routes.

Although rail service continued, the future of Needham's train service has been uppermost in the minds of many Needham residents this year as the MBTA plans the future of rail service west of Boston. Still undetermined is whether the present railroad bed will be upgraded for continued use or instead the Orange Line will be extended through West Roxbury to Needham. Town officials, led by Selectman Henry Hersey, chairman of the MBTA's Advisory Committee, have spoken consistently in favor of continued commuter rail service beyond Needham.

This year Needham has added minibus service to its public transportation picture. The Selectmen's support for a study of this type of service culminated in Governor Michael Dukakis' visit to Needham, October 15, 1975, to announce that our town had received the first $50,000 grant awarded by the state for a pilot program.

After another year of planning, service began on October 2, 1976 under the direction of Marcia Carleton. Three blue and white buses, each seating 16 passengers, run six loops to different areas of the town from the Chapel St. side of Town Hall. Interestly, many of these routes closely parallel those of Needham's former bus and trolley lines. Planning director Tom Fennessey and Town Engineer Dick Robinson drew up the routes to be within five minutes walk of most residents' homes and to pass close to all schools and town recreational areas.

During the first nine months of service, 92,865 passengers boarded a minibus, of which 27,199 were senior citizens. The May, 1977 Town Meeting voted to continue the service for another year, adding a fourth bus to serve the Charles River-Country Way and Industrial Center sections of Needham.

BOSTON AND WORCESTER RAILROAD.

Depot, corner of Beach, Lincoln, Kneeland and Albany Streets, BOSTON.

Incorporated June, 1831; Opened for travel, July, 1834.

OFFICERS.

GINERY TWICHELL, President and Sup't. [Office at Depot.]

E. S. PHILBRICK, Assistant Supt. and Engineer, [Office at Depot.]

GEO. S. HALE, Clerk and Solicitor, [Office, 4 Court St.]

HORACE WILLIAMS, Treasurer. [Office at Depot.]

DAVID WILDER, Jr., Auditor. [Office at Depot.]

DIRECTORS.

GINERY TWICHELL, DANIEL DENNY, NATHANIEL HAMMOND, B. F. WHITE, EMORY WASHBURN, ISRAEL LOMBARD, CHARLES H. MILLS, PETER T. HOMER, WM. PARKER.

BOSTON AND WORCESTER RAILROAD.

TARIFF—SINGLE, PACKAGE, AND SEASON TICKETS.

Between Boston and	Single Tickets. 1st Class	Single Tickets. 2d Class	S'N TICKETS. 3 Mths.	S'N TICKETS. 12 Mths.	Between Boston and	Single Tickets. 1st Class	Single Tickets. 2d Class	S'N TICKETS. 3 Mths.	S'N TICKETS. 12 Mths.
Brighton,	30	15	$18 00	$60 00	Framingham,	85	60	$32 00	$110 00
Newton Corner,	25	20	9 00	60 00	Ashland,	75	70	36 00	120 00
West Newton,	30	25	22 00	73 00	Cordaville,	95	80	37 50	125 00
Grantville,	40	35	22 50	75 00	Southboro',	85	80	37 50	125 00
West Needham,	45	40	24 00	80 00	Westboro',	95	80	36 00	120 00
Natick,	55	50	28 00	93 00	Grafton,	115	110	40 50	135 00
Saxonville,	60	55	36 00	120 00	Millbury,	130	125	42 00	140 00
East Houston,	75	75	36 00	120 00	Worcester,	135	135	45 00	150 00
Holliston,	80	80	36 00	120 00	Framingham Centre,	75	75	36 00	120 00
Metcalf's,	85	85	37 50	125 00	Ashville,	85	85	37 50	125 00
Bragg's,	90	90	40 00	130 00	Southboro' Centre,	85	85	37 50	125 00
Milford,	100	100	39 00	130 00	Marlboro',	100	100	39 00	130 00
					Northboro',	100	100	39 00	130 00

Newton and Saxonville Special Trains.

Between Boston and	Single Tickets	Package for 6	S'N TICKETS 3 Mths.	S'N TICKETS 12 Mths.	Between Boston and	Single Tickets	Package for 6	S'N TICKETS 3 Mths.	S'N TICKETS 12 Mths.
Cottage Farm,	12	52	$12 00	$40 00	Millham,	12	52	$12 00	$40 00
Cambridge Crossing,	15	25	13 50	45 00	Longwood,	12	52	13 00	40 00
Brighton,	17	34	15 00	50 00	Brookline,	12	52	13 00	40 00
Newton Corner,	22	37	16 50	55 00	Brighton Street,	15	34	15 00	50 00
Newtonville,	25	15	18 00	60 00	Chestnut Hill,	22	17	16 50	55 00
West Newton,	28	12	19 00	63 00	Newton Centre,	25	14	16 50	55 00
Auburndale,	30	12	19 50	65 00	Oak Hill,	28	14	18 00	60 00
Riverside,	30	12	19 50	65 00	Upper Falls,	28	13	19 00	63 00
Lower Falls,	37	10	21 00	70 00	Newtonville Plain,	37	10	21 00	70 00

Season Tickets are sold subject to the following Rules and Conditions, which form part of the Contract of Sale.

All Tickets will be made to terminate on the last day of March, June, September and December. They must in all cases be prepaid.

Passengers paying for two quarterly Tickets in succession, may, before the expiration of the second quarter, purchase a ticket for the next six months for the difference between what has been paid for the two quarterly tickets and the price of a yearly Ticket.

Persons passing over the road without a Ticket, are liable to a penalty; they also forfeit their claim to a Season Ticket.

Persons under eighteen years of age whose whole business is to acquire an education, will be furnished with a Scholar's Ticket, *to be used for that object only*, at half the above quarterly rates.

Holders of Season Tickets must present their Tickets for inspection, when so required by the Conductors, or pay the regular fare in the train, *which will not be refunded*.

Season Tickets are subject to the general regulations of the road, and do not entitle the holder to carry with him anything *but his own personal baggage*.

N. B. The Corporation is not bound to advise season ticket holders of the expiration of their tickets.

April 1, 1867.

G. TWICHELL, Sup't.

BOARD OF SELECTMEN

Seated L - R: Henry D. Hersey, *Chairman*, E. Loretta Reynolds, Richard M. Salamone. Standing: Benedict Horowitz, Francis A. Facchetti.

As the executive branch of Needham's government, the Board of Selectmen implements the decisions of the Town Meeting, establishing policy and guidelines and coordinating actions. As the agent of the townspeople, it represents them in business and legal transactions and before county, state, and federal tribunals. In the terminology of modern business, the Town is the corporation, the citizens the voting stockholders, Town Meeting the corporate board of directors, and the Selectmen the executive officers.

This organizational structure has satisfactorily served the people for over 2½ centuries and a major change is not being seriously considered. However, with a $30 million budget, Needham has become an important human services business; the need to provide this business with competent personnel has long been recognized by the voters who, over several years, supported professional staffing in educational, public health, public works, public safety, recreational, accounting, legal, personnel, and planning departments. Obviously, full-time administration by a part-time Board of Selectmen with many other responsibilities was not good business. Therefore, the 1977 Annual Town Meeting voted to establish the position of a full-time Executive Secretary to the Board of Selectmen and appropriated money for reorganization of the Town's financial and data processing departments.

Much of the Selectmen's special activity in 1976-77 was concerned with proposals for streamlining Needham's business operations. Applicants for the position of Treasurer/Tax Collector were interviewed and, for the first time, a person was appointed, not elected, to this post. Contracts for professional studies of the public safety departments and of financial operations were executed. Two committees were appointed to help solve the problems of the Assessing Department; although a Winter Special Town Meeting rejected a proposal to make the Assessors appointed officials, the Annual Town Meeting voted overwhelmingly to establish the new position of professional appraiser. Additionally, Town Meeting voted to increase the Selectmen's responsiblity for the Fire Department.

Two major building programs were also launched during the year. A Fall Special Town Meeting approved both the plans for additional facilities at the Glover Memorial Hospital and the conversion of the Stephen Palmer School into privately developed and financed apartments for senior adults with community activity space for the general public. This latter project was noted in both local and national publications as a precedent-setting and innovative use of vacant public buildings.

Another proposal designed to alleviate the need for housing among low and moderate income seniors was the subject of extensive study, discussion, and negotiation by the Board of Selectmen. A comprehensive permit to build apartments on North Hill was approved by the Board of Appeals at the beginning of the 1976-77 year, but at year's end financing arrangements were still awaiting Town approval.

National attention was also given the new and successful Needham Intra-Town Transit Service which launched three local "mini-buses" in October of 1976. Over 10,000 persons per month used this service which was 50% underwritten by state and federal funds. While the service is used by all, the most positive impact was on the lives of the elderly and the youngsters.

Despite expectations of an early settlement, the controversy of upgraded commuter rail service vs. rapid transit expansion remained enjoined throughout the year. However, the Board was greatly encouraged by the emergence of an organized citizens group and the strong support of a Selectmen's petition drive. While the final decision remains unknown, there have been indications that the impact of Needham's continuing campaign is causing some rethinking of early proposals.

Among other issues that involved the Board during 1976-77 and remained unresolved at year's end were the location of the mid-Charles waste water treatment plant, Boston Edison's power extension, and the regional plan for solid waste disposal.

Finally, it should be noted that the Needham Board of Selectmen maintained its position of leadership among Selectmen across the State. Mrs. Reynolds chaired the legislative program and was one of the speakers at both the Fall Annual Town Meeting of municipal officials and the Winter State House gathering of mayors and selectmen. Mr. Hersey continued on the MBTA Advisory Board, serving on both its Executive Committee and Budget Committee and as Chairman of the outer sixty-five cities and towns within the district.

Needham enjoys the reputation of a "well-run" community. In the months ahead, the Board of Selectmen expects to not merely continue this tradition, but pledges to build upon it by developing better systems and greater cooperation among Town departments for the very simple purpose of keeping Needham a good place for all to live.

TOWN CLERK'S OFFICE

Rose O. MacKenzie, *Town Clerk*

The Town Clerk's office is visible to the public in many ways, and is oriented to service and relates to nearly every Town official in some way. The duties and authorities are prescribed by Town By-Laws and State Statutes. Almost every legislative session amends laws which relate to the duties and responsibilities of the Town Clerk.

During fiscal 1977 the following elections and Town Meetings were held, which accounted for a very active year:

JULY 1, 1976 — JUNE 30, 1977

Elections -	State Primary	- Sept. 14, 1976
	Special Town Meeting	- October 20, 1976
	State Election (Pres.)	- November 4, 1976
	Special Town Meeting	- February 2, 1977
	Town Election	- April 11, 1977
	Annual Town Meeting	- May 2, 1977
	(6 Sessions)	-
	Special Town Meeting	- May 9, 1977

In addition to election activity, the Town Clerk's Office handled many requests for certified vital records (Births, Marriages and Deaths) and issued many licenses and permits.

Vital Statistics recorded in fiscal 1977 are as follows:

Births to Residents:

7/1/76 - 12/31/76 -	119
1/1/77 - 6/30/77 -	118
Total	237

Deaths:	**Res.**	**Non-Res.**
7/1/76 - 12/31/76 -	107	29
1/1/77 - 6/30/77 -	106	33
Total	213	62
Total Deaths Recorded	275	

Marriages:

7/1/76 - 12/31/76 -	125
1/1/77 - 6/30/77 -	121
Total	246

FISH AND GAME LICENSES ISSUED

7/1/76 - 6/30/77

Class 1 - Fishing	400
Class 2 - Hunting	183
Class 3 - Sporting	116
Class 4 - Minor Fishing	37
Class 5 - Alien Fishing	3
Class 6 - Non-Resident Fishing	4
Class 7 - 7-Day Non-Resident Fishing	4
Class 8 - Non-Resident Hunting	1
Class 10 - Trapping	1
Class 12 - Duplicate	6
Class 15 - Free Licenses	51
Total	806
Archery Stamps	10
Waterfowl Stamps	131
Paid to Division of Fish & Game for Licenses	$6,757
Paid to Town Treasurer in Fees	221
Total Fish & Game	$6,978

DOG LICENSES ISSUED

7/76 - 6/30/77

Males	1,325
Females	263
Spayed	1,395
Transfers	4
Kennels @ $10.00	16
Kennels @ $25.00	6
Total	3,009
Paid to County Treasurer Licenses	$8,997
Paid to Town Treasurer Fees	1,052
Total	$10,049

MISCELLANEOUS RECEIPTS

Certified copies of Marriage Intentions, UCC Filings, Business Certificates, Maps, Street Lists, and various licenses and permits:

7/1/76 - 6/30/77 — Total $13,497.83

BOARD OF REGISTRARS

L - R: Mary J. McCarthy, Francis J. Donahue, June E. Koss, Rose O. MacKenzie

The responsibilities of the Board of Registrars include: registering voters, making local listings of residents, certifying nomination papers and petitions, processing absent voter applications and administering election recounts. They must hold sessions for registration as provided in Town and Massachusetts General Laws, and these sessions are posted and published a specific number of days prior to the particular election.

During fiscal '77, the following elections were held; State Primary, State Election, and Town Election. At the town election 6669 townspeople voted. This was 35% of the eligible voters.

1977 was the third year of Electronic Voting Machine use. At the town election all 10 precincts had their ballots at Town Hall by 9:02 for tabulation.

As of March 22, 1977, there were 19,225 voters enrolled and distributed as follows:

Prec.	Republican	Democrat	American	Unenrolled	Total
A	326	703	2	753	1784
B	519	766	—	1031	2316
C	748	707	1	933	2389
D	749	694	—	859	2302
E	821	641	—	756	2218
F	474	572	2	485	1533
G	459	441	—	520	1420
H	550	750	—	731	2031
I	465	476	—	488	1429
J	520	605	—	678	1803
Total	5631	6355	5	7234	19225

The Board of Registrars and the Town were saddened by the death of Mary C. Buckley on February 15, 1977. She was appointed to the Board of Registrars on October 24, 1962. On March 22, 1977, Mary J. McCarthy was appointed by the Board of Selectmen to fill the vacancy.

LEGAL DEPARTMENT

William A. Cross, Town Counsel

During the fiscal year ending on June 30 ,1977, the Town Counsel rendered the following services:

1) Attended all regular and special town meetings; also prepared or reviewed all warrant articles, prepared all motions and rendered legal advice relative thereto.
2) Attended all regular and special meetings of the Board of Selectmen and rendered legal advice relative to its official business when the need arose.
3) Rendered legal opinions and advice to other town departments and agencies when called upon to provide such services.
4) Approved all contracts, bonds and documents when requested by any of the town officials, departments and agencies.
5) Represented the town generally and with respect to the particular business of any town officials, departments or agencies before the Courts and administrative tribunals when the need to be represented by counsel arose.

The need to engage or use special legal counsel during the fiscal year 1976-77 was limited to collective bargaining of the Personnel Board, the School Committee and the Glover Memorial Hospital Trustees. Industrial accident cases on three separate occasions were handled by special counsel in cooperation with your Town Counsel. Some expansions of special counsel services into other areas is contemplated in the future.

Our public officials and department heads are quite perceptive of technical legal problems likely to arise or be involved in the initial stages of their official action or planning and have become accustomed to availing themselves of early legal advice and guidance thereby avoiding, in many instances, later involvement in legal controversies, court trials or prolonged appearances before some administrative tribunal. Your Town Counsel firmly believes that the wisdom, foresight and early planning by all our public officials in utilizing available legal advice and guidance has substantially contributed to our ability to hold the legal budget to a reasonable cost in maintaining an adequate and effective Legal Department.

COMPTROLLER

R. Everett Isherwood, Town Accountant

In accordance with the provisions of Chapter 41, Section 61 of the General Laws, under the Uniform Municipal Accounting System prescribed by the Director of Accounts in Massachusetts, detailed reports of receipts and expenditures submitted for the provisional period beginning July 1, 1976 and ending June 30, 1977 are set forth in the following schedule:

Debt Statement
Receipts and Sources of Receipts
Expenditures
Balance Sheet
Deferred Revenue
Investment Account and Trust Fund Balances

All invoices and payrolls for payment during this period by all Town Departments have been checked both for accuracy and legal requirements. Payrolls for all departments are prepared from payroll worksheets for submission to the Data Processing Center. Payroll Registers are prepared for approval and signature of the Town Comptroller accompanied with proper documentation and accounting control. Payroll Registers are submitted to department heads and/or committees or commissions for signature approval. Appropriation balances are distributed weekly and monthly to all town departments for verification. The cooperation of all departments throughout the Town is very much appreciated and gratefully acknowledged.

DATA PROCESSING CENTER

L - R: Robert P. Jusseaume, A. Ramsey Gifford, R. Everett Isherwood, John R. Reilly, Glenn T. Barber

The Center provides for the maximum utilization of data processing and services for the Town of Needham. Major changes were made in the Real Estate Billing system during the past fiscal year. New map and lot numbers were added to the Real Estate Master File. The printing of Accounts Payable checks was added to the list of Data Processing applications.

The Data Processing Center organizes, promotes and develops comprehensive data processing systems that will improve preparation, collection and retrieval of significant data, and maintains a bank of the data. Further, it performs systems studies and improves accounting and record keeping procedures, and produces revenue and expenditure documents.

The following is a list of major applications processed on our data processing equipment for the accounting period ending June 30, 1977:

Payroll for all Town departments
Pension payroll
Retirement statements
Bank reconciliations
Labor distribution
Water billing and related accounting
Appropriation accounting
Expense reporting - Budget analysis
Arrest and crime statistics for Police Department
Real Estate and related accounting
Computerized voting

NEEDHAM CONTRIBUTORY RETIREMENT BOARD

L - R: Joseph Carey, R. Everett Isherwood, James R. Bobillier, Louis F. Klein, Jr.

As of June 30, 1977 there are 860 Town Employees enrolled in the Needham Contributory Retirement System, and 264 Retirees/Survivors who are receiving Monthly retirement benefits. During the preceeding year, 27 Employees retired and we recorded the deaths of 12 Members.

Major functions of the Retirement Board include the counselling of Employees on their retirement benefits, the maintenance of accounting records of all financial transactions, and the prudent investment of the System's funds. The 7% return on all funds for 1976 placed us, in this category, in the top fifteen percent of all retirement boards.

In recent months, there has been much greater Public and Legislative attention focused upon the Retirement Laws and specifically, the funding of future retirement benefits. In common with other Boards, we have increased the volume and the detail of our operational reports, and this data in turn, has been utilized by the State to provide us with an Actuarial Valuation of the Needham Retirement System.

Looking to the future, we anticipate some constructive revisions in the General Laws which will in part provide or even mandate procedures for the increased funding of future retirement benefits payable by the Cities and Towns.

Summary of Operations - July 1, 1976 to June 30, 1977:

Contributions from Employees	$463,310		
Less: Refunds to ex-Employees	61,762	401,548	
Appropriations from the Town		839,000	
Investment Income		351,737	
Pension receipts—other Towns		1,145	
Gain on sale of Bonds		21,745	
Total Receipts			1,615,175
Payments to Pensioners		922,827	
Pension payments—other Towns		11,632	
Payments to Survivors		7,352	
Expenses		4,762	
Total Disbursements			946,573
Net increase in Funds			668,602
Total Funds - as of June 30, 1977			$5,033,030

TREASURER AND TAX COLLECTOR

A. Ramsey Gifford, *Treasurer and Tax Collector*

Once again it was not necessary to borrow any funds for General Operations. Long term debt was entered into for the Glover Memorial Hospital addition. The Town's Double A bond rating contributed to our ability to borrow these funds at 4.67% (effective after sale at premium). This worthwhile addition will provide years of improved Town services and enriched public goods and fortunately comes at a time when total debt service is decreasing as older issues—particularly for school buildings—are being retired. Surplus Town cash was invested and has earned $165,573 in interest, a significant sum when considering the depressed market rate for the Town's legal investments. Recent State Audit and Management Consultant's reports concluded all major controls were sufficient to safeguard Town cash.

Federal Revenue Sharing funds were used for Police and Fire Department purposes ($400,000). Surplus Federal Revenue Sharing funds were invested and earned $27,694 in interest income.

Plans for the coming year include making an orderly transition from the Treasurer and Collector's elective status to appointive. In addition, certain cost saving methods will be introduced in the areas of postage costs (pre-sorted mail), printing costs (a shift to Servicing Banks), and particularly labor. No new personnel or overtime costs have been added to the Treasurer's staff despite the increase in the number of Real Estate, Water Service, Motor Vehicle Excise Tax bills and the semi-annual Real Estate collection which doubled the annual billings, record keeping and dunnings.

This was difficult but increased use of Data Processing and Federally funded CETA personnel and dedication by Town staff made this effort possible. Additional plans for the Treasurer/Collector's office include continued increased use of such methods, stepped up collection of delinquent Motor Vehicle Excise Taxes and phasing in certain consultant's recommendations relative to effecting better cash management. Plans will be made soon for implementation of an encumbrance accounting system to better schedule cash requirements and enhance investments. Major changes affecting the taxpayers during the year were decreased. State revenues which necessitated a tax increase for 1977-1978 and Legislative change on interest for late Real Estate Taxes to 10% and Tax Titles to 12%.

COMMISSIONERS OF TRUST FUNDS

L - R: L. Clarke Hill, Gerald Swartz, Alden Eberly

Balance of Funds, June 30, 1976	$552,071.19
Balance of Funds, June 30, 1977	$632,710.76

The Commissioners of Trust Funds are officials who are each elected for a three year term. They are responsible for supervising the investment of all trust funds given or bequeathed to the Town.

The Commissioners meet monthly, or more often as necessary, at which time investments are reviewed and updated. Reviews are also held with the Town Treasurer and other Town officials.

The citizens of Needham continue to benefit from the generous gifts to the Glover Memorial Hospital, Public Library, Park and Recreation Commission, Council on Aging, Scholarships and the Cemetery.

On behalf of the Town, the Commissioners are grateful to all those who have been thoughtful with their gifts.

Ed. Note: The following is a FY1977 activity report of all trust funds of the Town of Needham.

Trust Funds

July 1, 1976 - June 30, 1977

ALL TRUST FUNDS*

Beginning Balance	$552,071.19
Donations	80,927.96
Incomes	43,245.38
Withdrawals (incl. Loss on Bond Sale)	*(43,533.77)
Balance 6/30/77	$632,710.76

*Not including certain Town Warrant disbursements voted for FY 1977, not transacted until FY 1978

HOSPITAL PURPOSES

Glover Memorial Hospital Permanent Donation Fund:
Principal and/or Income used for other than regular operating expenses

Beginning Balance	$82,710.99
Donations	53,390.71
Income	6,285.41
Withdrawals (incl Transfer)	(5,232.06)
Balance 6/30/77	$137,155.05

Gertrude S. Queen Trust:
Principal and/or Income for Hospital Uses

Beginning Balance	$10,000.00
Income	806.82
Balance 6/30/77	$10,806.82

Horace A. Carter Fund:
Original Bequest: $1,000.00; Income only for Hospital Equipment

Beginning Balance	$ 2,731.70
Income	222.42
Balance 6/30/77	$ 2,954.12

William H. Carter Fund:
Original Bequest: $5,000.00; Income for General Hospital Uses

Donation	$ 5,000.00
Income	31.64
Balance 6/30/77	5,031.64

Helen De M. Dunn Fund:
Principal and/or Income for Hospital Expenses outside Annual Budget

Beginning Balance	$122,021.53
Income	9,687.24
Balance 6/30/77	$131,708.77

T. Otis Fuller Free Bed Fund:
Original Bequest: $7,000.00; Income only for Free Beds

Beginning Balance	$ 12,656.81
Income	3,901.06
Withdrawals	(3,000.00)
Balance 6/30/77	$ 13,557.87

Adeline E. Harris Fund:
Original Bequest: 100.00; Income only used for Maintenance

Beginning Balance	$ 346.85
Income	18.94
Balance 6/30/77	$ 365.79

Langdon R. Hooper Hospital Library Fund:
Principal and/or Income for Medical Library Uses

Beginning Balance	$ 307.93
Income	16.81
Balance 6/30/77	$ 324.74

(Edward) Lyon Free Bed Fund:
Original Bequest: $5,000.00; Income, only used for Beds for Worthy Poor

Beginning Balance	$10,457.17
Income	811.31
Balance 6/30/77	$11,268.48

Mary J. Millette Fund:
Principal and/or Income for improvements or additions to equipment

Beginning Balance	$14,035.46
Income	1,111.79
Balance 6/30/77	$15,147.25

Dr. William Mitchell Fund:
Principal and/or Income for Hospital Uses

Beginning Balance	$ 1,485.98
Income	107.59
Balance 6/30/77	$ 1,566.57

Mary E. Moseley Free Bed Fund:
Principal and/or Income to establish a Free Bed for Worthy Poor

Beginning Balance	$ 7,944.65
Income	628.91
Balance 6/30/77	$ 8,573.56

Agnes H. Regan Hospital Loan Fund:
Principal and/or Income

Beginning Balance	$56,850.13
Income	4,478.61
Balance 6/30/77	$61,328.74

Dr. J. Walter Schirmer Fund:
Principal and/or Income for Equipment, Building Repair or Maintenance

Beginning Balance	$16,371.10
Income	1,248.90
Balance 6/30/77	$17,620.00

Gertrude Sidell Fund:
Original bequest: $1,000.00; Income only for General Uses

Beginning Balance	$ 1,046.80
Income	70.92
Balance 6/30/77	$ 1,117.72

Thomas Sutton Fund:
Original Bequest: $1,000.00; Income only used for Maintenance of the Hospital

Beginning Balance	$ 3,498.23
Income	272.63
Balance 6/30/77	$ 3,770.86

John B. Walker Fund:
For Hospital, unrestricted

Beginning Balance	$ 7,693.29
Income	606.86
Balance 6/30/77	$ 8,300.15

Francis W. Whitney Memorial Fund:
Principal and/or Income for Needhamites who otherwise could not afford Hospital treatment

Donation (Transferred from Glover Fund)	$ 1,917.63
Income	29.33
Balance 6/30/77	$ 1,946.96

Samuel H. Wragg Fund
Principal and/or Income for Hospital Uses

Beginning Balance	$10,879.43
Income	863.42
Balance 6/30/77	$11,742.85

SCHOOL PURPOSES

Walter D. Burke Scholarship Fund:
$200.00 annually for N.H.S. graduate til 1979, thereafter $200.00 annually til Principal and/or Income are exhausted

Beginning Balance	$ 1,046.24
Income	88.45
Withdrawals	(200.00)
Balance 6/30/77	934.69

Dwight School Fund:
Original Beguest: $6,000.00: Income only for School Uses

Beginning Balance	$ 6,700.23
Income	500.65
Withdrawals	(490.07)
Balance 6/30/77	$ 6,710.81

William G. Moseley Scholarship Fund:
Original Bequest: $4,290.00; Income only for annual Scholarship to High School student with excellence in attendance, deportment and cultural excellence

Beginning Balance	$ 5,128.08
Income	385.86
Withdrawals	(250.00)
Balance 6/30/77	$ 5,263.94

John C. Wood High School Library Fund:
Original Bequest: $1,500.00; Income only for books on Foreign Affairs

Beginning Balance	$ 2,074.69
Donations	100.00
Income	35.72
Withdrawals	(141.24)
Balance 6/30/77	$ 2,069.17

LIBRARY PURPOSES

Martha Ann Barr Fund:
Original Bequest: $1,000.00; Income only for Library Uses

Beginning Balance	$ 547.61
Income	32.24
Withdrawals	(16.92)
Balance 6/30/77	$ 562.93

Helen De M. Dunn Fund:
Principal and/or Income for expenses outside annual budget

Beginning Balance	$ 2,196.07
Income	167.34
Balance 6/30/77	$ 2,363.41

Greenwood Fund:
Original Bequest: $12,482.11; Income only to be used

Beginning Balance	$14,093.79
Income	1,099.32
Withdrawals	(1,493.71)
Balance 6/30/77	$13,699.40

Needham Public Library Permanent Donation Fund:
Principal and/or Income for Library uses

Beginning Balance	$ 146.06
Donations	519.62
Income	14.66
Withdrawals	(32.30)
Balance 6/30/77	$ 648.04

Laura Willgoose Fund (Pledged: $100,000.00):
Original Bequest: $90,000.00 Income only for Library uses

Beginning Balance	$81,426.47
Donations	10,000.00
Income	6,575.31
Withdrawals	(1,032.89)
Balance 6/30/77	$96,968.89

William H. Wye Fund:
Original Bequest: $1,000.00; Income only for purchase of books

Beginning Balance	$ 1,123.76
Income	88.45
Balance 6/30/77	$ 1,212.21

MISCELLANEOUS TRUST FUNDS

Mary Virginia Hill Fund:
Original Bequest: $500.00; Income only used for prosecution of cruelty to animals

Beginning Balance	$ 862.45
Income	50.53
Balance 6/30/77	$ 912.98

Needham Cemetery Fund:
Original Bequest: $1,000.00; Income only for care of and flowers for the Grand Army Lot

Beginning Balance	$ 1,415.54
Income	105.18
Balance 6/30/77	$ 1,520.72

Needham Council on Aging Permanent Donation Fund:
Principal and/or Income for capital or other expenditures as voted by "Council"

Beginning Balance	$ 273.52
Income	14.92
Balance 6/30/77	$ 288.44

Needham Military Band, Inc. Fund:
To be held in trust til 2011 A.D. Principal and/or Income to be used for music in celebration of Town's Tercentenary

Beginning Balance	$ 1,626.49
Income	127.62
Balance 6/30/77	$ 1,754.11

Needham Park And Recreation Fund:
Principal and/or Income to be used for improvement and beautification of Park Land, as voted by Park Commission, or as any gift stipulates

Beginning Balance	$ 613.50
Income	41.98
Withdrawals	(334.60)
Balance 6/30/77	$ 320.88

John B. Tolman Fund:
Original Bequest: $70,000.00; Income only used for care of a grave ($50.00), 50% of balance to Needham Women's Christian Temperance Union, and 50% of balance to Public Library

Beginning Balance	$71,785.64
Income	2,716.54
Loss on Sale of Bond Held at Face Value; Principal restored in FY 1977-78	(21,309.98)
Balance 6/30/77	$53,192.20

FINANCE COMMITTEE

L - R: Robert E. Kettlety, Donald Russell, Warner B. Hartford, *Exec. Sec.*, Charles Robins, Edward Murphy, Kenneth E. MacWhinney, John Lacy. Absent: John McLaughlin, William Mather

The Needham Finance Committee is constituted to oversee budget preparation process for the town of Needham. It submits recommendations on all questions with a financial bearing presented to the town meeting. The Finance Committee is composed of nine members appointed by the moderator, generally for terms of three years each. The Committee enjoys the benefits of an executive secretary to assist in its work on budget preparation and analysis and other administrative matters.

During fiscal year 1977, the Finance Committee coordinated its budget oversight work with each town department and agency. This oversight consisted of advising the department or agency of the Finance Committee's projected budget guidelines for the town generally, and a detailed review, with the particular department or agency, of how its budget came within the suggested guidelines. The Finance Committee's analysis of budgets was undertaken with the view towards analysis of each department's delivery of services to the town in the most cost effective manner.

In addition, the Finance Committee has review over each town agency rehiring of personnel to fill vacancies on a "certificate of need" basis. The purpose of this function is to examine carefully, at what we feel the most appropriate time to do so, each existing town job. Also it approves transfer from the reserve account to pay for extraordinary and/or unforeseen expenditures not contained in budgets.

The Finance Committee functions by meeting in open session most Tuesday nights during the year. Where appropriate, town departments or agencies appear in order to present their budgets for approval.

A detailed report on the Town's financial status and goals is provided annually along with recommendations on the ensuing fiscal year's budget, in the Warrant for the Annual Town Meeting published each spring.

PERSONNEL BOARD

Seated L - R: David S. Tobin, David G. Eisenstadt, John E. Carroll. Standing L - R: Donald F. Everett, Jerome C. Buckley, Jr., Harold W. Noble, *Director*

The Personnel Board is comprised of five members appointed by the Moderator for a term of three years each.

A prime responsibility of the Board is the negotiation of contracts with the five employee Unions and Associations under its jurisdiction.

Another prime responsibility is the administration of the Consolidated Personnel By-Law which applies to all town employees except those in the School Department and the Glover Memorial Hospital.

The Board makes recommendations to Town Meeting on matters of salary administration, job descriptions and content, new jobs and changes in the Personnel By-Law.

Meetings are held regulary throughout the year to hear and act on requests regarding individual and department needs. The Board hears and acts on personnel grievances as outlined in the By-Law and the grievance procedure of the labor contracts.

The Personnel Board has always seen as its underlying responsibility the equitable balancing of the interests of the employees and the taxpayers in matters of compensation and employee benefits.

The Board sincerely appreciates the splendid cooperation extended by all Town officials and employees during the past year.

BOARD OF ASSESSORS

L - R: Dr. James A. Newslow, June W. Vanelli, *Chairman*, Andrew M. Carlin

In 1967 a town wide revaluation was implemented and property data was collected on assessments. This was calculated and based on specific uniform tables. This year the Board of Assessors trained C.E.T.A. employees to help them in rechecking this data either for mistakes of the outside revaluation group or for changes made since the 1967 revaluation with or without a permit.

Rechecking and updating street records has been a full time responsibility of the three elected assessors to comply with the Supreme Court mandate. This alone has been a tremendous saving to the town of thousands of dollars.

In addition open house meetings were initiated to educate the taxpayers in assessing policies using these calculation tables for their easy understanding of how to police their own assessments.

Open meetings were also held to help senior citizens understand their rights to exemption. Under the open meeting law board meetings and decisions have been open and tape recorded.

The Annual May, 1976, Town Meeting voted into the budget a salary to hire an appointed administrative assessor and the present assessors salaries were cut to $1,500 each. In spite of

this drastic reduction in pay, the Board has worked totally to the taxpayers' interest toward equalization of assessments, the upgrading of the department and has generated innovative, new policies.

The Board of Assessors has publicly urged that fiscal responsibility be exercised in governmental spending to offset an unprecedented increase of $7.20 per thousand in taxes this year over which amount the assessors had no control. It has further urged that the right of the electorate be exercised to continue to elect rather that have appointed a full time administrative assessor. To this issue the Board has resisted appointing an outside administrative assessor.

Future plans include the completion of upgrading of properties in the town including an in depth study of sales ratio reports as a check and balance. Coding of all properties for data processing will be accomplished in conjunction with the engineering department for permanent identification of every lot. Arrangements have been made to defend a suit for tax abatement by Coca-Cola with an outside expert appraiser and attorney assisting the assessors. Plans are under advisement for a master compilation of personal property listing and checking.

The new Board of Assessors worked in unity with total commitment to accomplish many objectives and assist the taxpayer.

BUILDING DEPARTMENT

L - R: Donald B. Griffin, *Wiring Inspector*
John C. Rosenfeld, *Building Inspector*
Chester E. Bosselman, *Plumbing & Gas Inspector*

From July 1, 1976 through June 30, 1977 the Building Inspection Department had a slight decrease in the actual number of permits issued, but the dollar volume which reflects in the tax base increased from $4,225,000 in fiscal year 1975/76 to $7,000,000 for the fiscal year 1976/77 along with an increase in the total dollar value of fees collected.

There have been no major changes in the Plumbing or Electrical Codes. The Building Code is still undergoing numerous changes, amendments and additions. A whole new section, Article No. 22, known as Building Code Provisions for Energy Conservation, has been added which will set forth the minimum requirements for insulation in new structures and additions of all types.

Another new Article No. 23, dealing with specific requirements for Historical Buildings and Pre-Code Buildings, is in the final stages of formation.

A word of warning! Before buying a wood burning stove, please check with the Building Department for information regulating the installation of solid fuel burning appliances.

Chapter 808 mandating certain changes in the Zoning By-Laws to be effective throughout the State in the coming year will no doubt be advantageous to this Department as the enforcing agent of the Zoning By-Laws. One section in particular, stating that all complaints must be in writing, will he helpful.

Fiscal Year	Single Family Dwellings	Permits	
		Building	Total
1975-1976	50 - $2,199,000	689	1,917
1976-1977	34 - $1,461,500	662	1,829

	Employees	Budget	Expenditures
1975-1976	4	$57,705	$56,809.56
1976-1977	4	$61,386	$60,485.34

	Fees Collected	Salaries	Expenses
1975-1976	$19,250.75	$55,829.45	$ 980.00
1976-1977	$22,476.42	$59,342.05	$1,143.29

PLANNING BOARD

Seated L - R: Norman A. Homsy, George N. Giunta, Jean S. Hilton, *Secretary*. Standing: Stanley R. Tippett, Thomas W. Fennessey, *Planning Director*, John H. Cogswell

During fiscal 1976 the Planning Board held 24 regular meetings and 6 special meetings. The Board reviewed 21 applications for either variances or special permits from the Zoning By-law for advisory recommendations to the Board of Appeals and acted on 21 plans believed "Not to Require Approval under the Subdivision Control Law."

During the year the Planning Board released 11 lots for building and sale—3 lots on George Aggott Road, 2 lots off Greendale Avenue, and 6 lots on Stratford Road. Several subdivision streets were accepted as public ways by Town Meeting action—Crestview Road, Laurel Circle, and all streets within both sections of the Standish Estates Subdivision off Great Plain Avenue.

In an attempt to protect the public interest, amendments were made to the Town's Subdivision Regulations and Procedural Rules as follows:

1) All underground utilities within a subdivision must be shown on a final as-built plan to be filed by the developer with the Department of Public Works.

2) The developer must submit a Subdivision Inspection Form certifying that all major work items in a subdivision have been reviewed by the appropriate Town department.

3) The developer became responsible for submitting a petition to the Board of Selectmen for accepting all streets within a subdivision.

4) The Board of Health was given the authority to require an off-street grading bond to eliminate problems regarding the ponding of water on the house lot.

At the 1977 Annual Town Meeting three amendments to the Town's Zoning By-law were proposed by the Planning Board. An article clarifying recreational uses (tennis courts and swimming pools) in the Town flood plain was referred back for further study and will be reconsidered at the 1978 Annual Town Meeting. The section of the Zoning By-law regarding signs was revised to allow a professional ground sign of not more than two square feet in the Town's residential areas. The third amendment which was approved by Town Meeting prohibited new retail activities from the New England Industrial Center. This amendment was an important step in protecting the aesthetic integrity of the park and precluding major traffic generators in an already congested area. A fourth article, a citizen's petition for rezoning the Needham Dairy property on River Park Street from single residence to manufacturing, was defeated at Town Meeting due to strong neighborhood opposition to the request.

The Planning Board also actively participated in the following areas of the Town's overall growth and development:

1) Review and recommendations on the variance requested by the Town and the developer for conversion of the Stephen Palmer School to 28 apartments for the elderly;

2) A continuing evaluation of the MBTA's plans for conversion of the Needham Branch. With the passage of Chapter 356 of the Acts of 1976 prohibiting the extension of rapid transit beyond Forest Hills, the Planning Board and the Board of Selectmen achieved a major breakthrough in retaining commuter rail service on the Needham Branch;

3) A review of the application of Nehoiden Glen Associates for a comprehensive special permit from the Board of Appeals to construct 61 units of low and moderate income housing off Central Avenue. A hearing was also held on the developer's application for special tax benefits under Chapter 121A of the M.G.L.;

4) Compilation of data relative to the Town's existing housing stock and an assessment of potential sites within the Town suitable for multi-family housing;

5) Establishment, as recommended by the BAC, of a Sign By-law Review Committee to implement a review mechanism which would encourage more aesthetically pleasing signs within the Town's business areas.

Future activities of the Planning Board will include an attempt to update the 1966 Master Plan and a review of the applicability of cluster zoning. The Board is presently working on a comprehensive program to bring the Town's Zoning By-law in compliance with the new State Zoning Act.

Upon completion of the Annual Town Meeting in May of 1977, the Board re-elected George N. Giunta as Chairman and Ellen M. Canavan as Vice Chairman. We wish to express our sincere appreciation to Robert Seaman for his efforts as a member for two years and welcome John Cogswell as a new member.

The Planning Board and the Planning Staff are available to answer any questions which you might have concerning the Town's growth and physical development. Please call if we can assist you in any way.

NEEDHAM HISTORICAL COMMISSION

Seated L - R: Nancy D. Hartford, Norman A. Homsey, Elizabeth Rich. Standing L - R: Leslie G. Crumbaker, Raymond F. Bosworth

The Special Town Meeting of October 1976 created a Needham Historical Commission. The Commission is now part of the General By-Laws of the Town, Article XVIII. The duties, powers and requirements are spelled out in the General Laws Chapter 40, Section 8d.

> "Such commission shall conduct researches for places of historic or archeological value, shall cooperate with the state archeologist in conducting such researches or other surveys, and shall seek to coordinate the activities of un-official bodies organized for similar purposes, and may advertise, prepare, print and distribute books, maps, charts, plans and pamphlets which it deems necessary for its work. For the purpose of protecting and preserving such places, it may make such recommendations as it deems necessary to the city council or selectmen and, subject to the approval of the city council or the selectmen, to the Massachusetts Historical Commission, that any such place be certified as an historical or acheological landmark. It shall report to the state archeologist the existence of any archeological landmark. It shall report to the state archeologist the existence of any archeological, paleontological or historical site or object discovered in accordance with section twenty-seven C of Chapter nine, and shall apply for permits necessary pursuant to said section twenty-seven C. The commission may hold hearings; may enter into contracts with individuals, organizations and institutions for services furthering the objectives of the commission's program; may enter into contracts with local or regional associations for cooperative endeavors furthering the commssion's program, may accept gifts, contributions and bequests of funds from individuals, foundations and from federal, state and other governmental bodies for the purpose of furthering the commission's program; may make and sign any agreements and may do and perform any and all acts which may be necessary or desirable to carry out the purposes of this section. It shall keep accurate records of its meetings and actions and shall file an annual report which shall be printed in the...annual town report...The commission may acquire in the name of the...town by gift, purchase, grant, bequest, devise, lease or otherwise the fee of lesser interest in real or personal property of significant historical value and may manage the same."

From its inception to the present the commission has completed a comprehensive inventory of over 35 historic residences in Needham. The Massachusetts Historic Commission is presently reviewing the inventory with a view to recommending certain locations to be nominated to the National Historic Register in Washington, D.C., which is an offical list of our nation's historical and cultural resources worthy of presentation.

Properties listed in the National Register are afforded three distinct advantages. First, the property receives national recognition as one of our country's significant cultural resources. Second, a property listed in the National Register is protected from adverse effect by any Federally financed, licensed, or assisted undertaking. Finally, National Register properties are eligible to apply for 50% matching grants-in-aid for historic preservation. Allocated to the states by the National Park Service, in Massachusetts these funds are administered by the Massachusetts Historical Commission.

When a property is listed in the National Register, a private property owner in no way gives up his rights of ownership nor is his treatment or use of the property restricted. However, if the property is altered so that it loses the qualities which made it significant, it is removed from the Register.

The Needham Historical Commission will continue the Town inventory so as to include all historic areas of value. To have such an inventory will be of inestimable value to the schools, libraries and Town residents who wish to have such information available to them.

BOARD OF APPEALS

L - R: Warren J. MacDonald, William J. Tedoldi, Hertz N. Henkoff, Charles E. Downe, Barbara Thornton

Any party may petition the Board of Appeals for: (1) a variance from the Zoning By-Law, (2) a special permit where required by the Zoning By-Law, and (3) a review of the action of the Building Inspector in granting or refusing to grant a permit under the provisions of the Building or Zoning By-Law. All matters brought before the Board must be in compliance with the applicable provisions of the General Laws. The Board consists of three members and two associates, appointed by the Board of Selectmen.

The Board of Appeals held eight sessions during the period July 1, 1976-June 30, 1977 and made decisions on 26 petitions. Eighteen appeals were granted, six appeals were denied, and two were given leave to withdraw without prejudice. All decisions are filed in the Town Clerk's Office and are public record.

On October 19, 1976 the Board of Appeals held a hearing for the purpose of changing the character and use of the Stephen Palmer Elementary School located at the southeast corner of May and Pickering Streets to apartment dwelling use and community activities in the basement thereof. A favorable decision was rendered after the hearing at Pollard School granting the Town of Needham the option to create (1) 22 dwelling units upon 1.26 acres; (2) 28 dwelling units upon a site area not less than 1.56 acres; or (3) 35 dwelling units upon a site area not less than 1.94 acres. The Town of Needham, on the basis of a vote passed by a Special Town Meeting called for that purpose, agreed to provide for 28 apartments upon a minimum site area of 1.56 acres specifically set aside for the Palmer School project.

Under the provisions of the General Laws, all matters must be the subject of a public meeting. The first of two publications of a "Notice of Hearing" must appear in a local newspaper at least 14 days prior to the date of the hearing. The expense of such advertising is the responsibility of the petitioner and is included in the filing fee mentioned below. If a favorable decision is rendered and filed with the Town Clerk, a notice of such favorable decision is furnished by the Board and after a waiting period of twenty days for appeal purposes has elapsed, the petitioner must record the notice at his expense at the Norfolk Registry of Deeds, Dedham, Massachusetts, before the decision becomes effective. Application forms and Rules of Procedure for hearings may be obtained in the Town Clerk's Office during business hours. Rules of the Board require that a filing fee of forty dollars accompany each application together with four copies of the plot plan. Applications may be filed in the Office of the Town Clerk.

All hearings are normally held in the Town Hall, usually on Tuesday evenings as necessary. All are welcome to attend. Decisions are rendered in accordance with the General Laws of the Commonwealth and the By-Laws of Needham.

PUBLIC WORKS DEPARTMENT

Robert A. MacEwen, *Director of Public Works*

Public Works includes, in its broadest sense, all endeavors related to the planning, designing, construction, operation, maintenance and management of the physical facilities necessary or desirable to community life.

The Needham Public Works Department renders service to all citizens in the areas of highway maintenance and construction, water supply and distribution, sanitary and storm sewer construction and maintenance, solid waste disposal, traffic control, park maintenance and snow removal. The Department provides its own administration, engineering and equipment maintenance.

The activities of the operating Divisions of the Department reported in detail below were for the most part completed on schedule during fiscal 1977, despite the severe blow dealt by the freak snowstorm of May 9, 1977.

The cleanup effort involved 75 employees and some contractural chipping service for a period of about six (6) weeks and resulted in a cost to the Town of $42,500. Much of the damage to public and private ornamental and shade trees is irreparable and the scars and disfigurement of those trees not removed, will be a permanent reminder of the destructive force of mother nature.

As the Town matures, the Department sees some de-emphasis on construction programs with a much needed increase in time allotted to maintenance activities in all Divisions. The

Department continues to evaluate its personnel complement with respect to program changes and has reduced its work force by seven (7) since May of 1974.

Projects approved and funded for Fiscal 1978, include the complete reconstruction of Cottage Avenue and Highgate Street, further alterations to the Disposal Area, continued extensions and upgrading of the sanitary sewer and storm drain systems, rehabilitation and replacement of sewer pumping station equipment and continued improvements to the water supply and distribution network.

Future projects scheduled for implementation include the reconstruction of Central Avenue from Bess Road through Great Plain Avenue, the complete replacement of the Hunnewell Street Bridge over the railroad and the construction of a Transfer Facility at the Disposal Area.

GROUNDS DIVISION

John F. Cusick, *Div. Supt. Grounds Division*

Essential to a thriving municipal recreation and park system is a planned maintenance program and support services organization. The Grounds Division of the Department of Public Works provides this management service for the Park and Recreation Commission, Memorial Park, the Conservation Commission and various other community organizations. The Grounds Division consists of nine (9) full time, year-round personnel, augmented by 13 additional seasonal personnel. This Division is responsible for the maintenance of all small parks, greenspans, athletic fields, Rosemary Pool, Mills Field Tennis Courts and the small ponds throughout the community.

A memorable event during Fiscal 1977, was the unique May snow storm which caused havoc and damaged many trees throughout the community. This storm placed unusual demands on the Department of Public Works. One of the busiest Divisions of the Department, was the Grounds Division. Not only was it involved in doing its part in the immense cleanup effort, but during the emergency project the Grounds Division was able to maintain the on-going seasonal tasks, including spring sports facility preparation and the annual swimming pool maintenance.

Some of the annual grounds maintenance problems the Division has to encounter include the overseeding of athletic fields in the fall and spring seasons along with the fertilizing, rolling and sodding of many of the worn areas. With this type of maintenance program, the Division is able to keep the fields in good playing condition. The spring brings mowing and trimming of all the grass areas, along with the maintenance and the setting up of various athletic fields for school and Town sponsored activities.

Continuing with the summer program, the Division participates in the opening of playgrounds, day camp and weekly band concerts. Another of the annual responsibilities of the Grounds Division is the care and cleaning of the various ice skating facilities located throughout the Town.

Principle capital improvement projects accomplished this Fiscal Year include:

- Assisting in the installation of 90′ baseball diamond on Phase III of the DeFazio Complex, plus erecting a backstop at the new 60′ baseball diamond.
- Installation of additional Tot Lot apparatus at DeFazio Complex.
- Transformation of the Walker Gordon 90′ diamond into a 60′ diamond.
- Construction of vehicle barricades at the Rosemary Pool parking lots.
- Installation of radio-controlled model yachting launching area at Rosemary Lake.
- Installation of railroad tie stairway at the Rosemary Beach sailing area.
- Planting of flowering shrubs throughout the Rosemary Beach parking lot.
- Removal of the asphalt base for the former bleachers at Cricket Field.

Planning was advanced during this Fiscal Year for the consolidation of the Grounds Division and Forestry Division of Public Works into the Park Division. The merger of the two Divisions was projected to take effect with the start of the New Fiscal Year, on July 1, 1977. In addition, the Grounds Division has been involved in the planning and design of the proposed fully automated irrigation system at the DeFazio Complex, anticipated for installation in the new Fiscal Year.

The Grounds Division continued to serve the logistical and maintenance needs throughout the community in an organized and efficient manner, reflecting credit upon the personnel of the Division.

ENGINEERING DIVISION

John D. Marr, Jr., *Town Engineer*

Engineering services provided by this Division, consisting of field surveys, design studies, cost estimates, preparation of construction plans and specifications and construction supervision, are provided to support activities of the Public Works Department and other Town Agencies.

During Fiscal year 1977, plans were prepared for construction of Cottage Avenue and Highgate Street which are to become Town streets under the Betterment Act. Construction to upgrade these streets will be performed under contract during Fiscal Year 1978. Plans were also developed for 3,662 feet of sanitary sewers and 2,546 feet of storm drains which were constructed by Public Works forces.

The Divison completed a program of operation for the Disposal Area which met State environmental requirements and results in the continued permitted use of this facility as a sanitary land fill, by the Town.

The past year saw the completion of a major drafting project which developed a new set of 184 Assessors' maps for the entire Town. This project also assigned parcel identification numbers to every lot to enable a data processing inventory of all property to be initiated.

Routine work consisted of preparing record plans of completed construction, highway acceptance plans and other plans for recording in the Registry of Deeds.

During this Fiscal Year John Cusick, who served the Engineering Division previously as a construction supervisor and member of the field survey party, filled the roll of Divison Superintendent of the new Grounds Division. John has now been permanently transferred to head this new Division. His close association with the Engineers will be missed.

FORESTRY DIVISION

Robert L. Yokes, *Div. Supt. Forestry Division*

The Forestry Division is responsible for the care and maintenance of all public shade trees within the Town.

Weather conditions in the fall of 1976 were excellent for planting and approximately 125 trees were planted. Fall planting is reserved mainly for replacements of trees removed during the summer months. The ratio of trees planted to those removed is approximately four to one, but the loss in the large old trees increases every year. Disease, over-maturity and adverse weather conditions are the major cause of losses. The spring planted trees are located primarily on newly accepted streets where approximately 225 trees were set out. The Town Nursery was restocked with 500 small trees which will be scheduled for future street planting.

Insect control was active with Gypsy Moth and Fall Webworm the major pests. An aerial observation to determine the prevalence of the Gypsy Moth revealed heavy infestations in approximately 200 acres of woodlands and an aerial spray may be necessary in the coming year. The least persistent toxic insecticides will be applied if aerial spraying is warranted. Control measures will be carried out in the winter months by destroying egg masses which are the overwintering stage of this serious pest.

A freak snowstorm in May of 1977, caused considerable damage to trees including many of those planted the month before. This storm was a nuisance because of limb breakage and the resulting debris on practically every street in Town.

Public nuisances such as goldenrod, poison ivy and ragweed increased over the previous year due to weather conditions conducive to growth. These plants are sprayed with a non-selective herbicide for better control measures.

HIGHWAY DIVISION

Robert J. Lanigan, *Div. Supt. Highway Division*

During Fiscal year 1977, the Highway Division, with monies allocated under Article 26 of the 1976 Annual Town Meeting, cleared, expanded and surfaced the northern portion and entrance way of the Chapel Street municipal parking lot. New signs and parking meters were installed.

Construction and maintenance programs were curtailed toward the end of Fiscal 1977, by the storm of May 9-10. All men and most of the equipment were delegated to the month long brush cleanup.

Sidewalks were constructed and curbing installed in the business sections of Hunnewell Street, Chestnut Street and Chapel Street. The parking lot and entrance way at Newman Junior High School was leveled and resurfaced as well as the rotary at the Senior High School.

In the street resurfacing program, six (6) miles of roadway were resurfaced. The Division policy has been to resurface residential streets every ten years or more often if needed. Sidewalks were resurfaced in the Tower Avenue, Brookline Street and Manning Street areas. The Division forces painted all guard rail fences, replaced over 350 traffic and street name signs and contracted for the painting of all crosswalks and traffic lines.

The access road off Central Avenue at the Town Disposal Area, authorized under Article 24 of the 1976 Town Meeting, has been cleared and brought to sub-grade. The area is proposed as the site of a Transfer Station that will receive Needham's refuse when the present landfill site is exhausted. The area will be surfaced in the Spring of 1978.

The Equipment Replacement Program has continued with the purchase of two van type trucks, one pick-up truck, two articulated front-end loaders, one loader backhoe, and two ¾ ton dump trucks. To maintain proper operating efficiency and keep maintenance costs within budget allowances, Public Works equipment must be replaced in an orderly manner.

SEWER DIVISION

Patrick Tocci, *Div. Supt. Sewer Division*

The Sewer Division is responsible for the maintenance of all Sanitary Sewer and Storm Drain Systems within the Town.

The Sewer Division twelve month program was completed with the installation of 87 sewer house connections, 2,493 feet of 8-inch sewer pipe, 1,640 feet of various size concrete and asbestos cement drain pipe. Private developers installed 444 feet of 8-inch sewer pipe at no cost to the Town.

More than 120 miles of sewer mains and storm drains were cleaned by a mechanical cutter and steel brush under the maintenance program. The Sewer Division's high velocity maintenance machine cleaned an additional 90 miles of sewer mains and storm drains. Approximately 2,500 storm drain catch basins were cleaned with a truck mounted hydraulic clamshell bucket.

Ten sewer pumping stations are maintained and serviced daily by members of the Division. More than 500 feet of brooks and streams were cleaned and 1,000 feet of stone masonry retaining walls were constructed adjacent to Rosemary Brook, behind the Housing for the Elderly units on Linden Street.

The Division has two men on duty twenty-four hours a day to cover emergencies. In the 12 month period, 121 calls were received from homeowners requesting assistance to relieve waste water blockages. The usual cause of these stoppages is grease from garbage disposal units and tree root growth in service pipes. Residents are reminded that cold water should be used when household waste grinders are being used.

The Sewer Division construction program for the coming year will consist of installing sanitary sewer mains and house connections petitioned for by abutters and installing storm water drains in troubled areas.

WATER DIVISION

Bruce Nagler, *Div. Supt. Water Division*

The Water Division supplies water to the Town from three wells and a connection to the MDC system. Water flows to the consumer through 130 miles of mains, 20 inches in diameter and smaller. The water is metered and bills are sent to consumers. The eighteen Division employees operate, maintain and repair pumping stations, chlorine and flouride equipment, water mains, service connections, hydrants, standpipes and meters. Approximately 8,900 meters are read and billed twice a year. During F. Y. 1977, Division personnel made 2,499 service calls, including 974 changed meters. Two men are available on call at all times for emergency repairs.

The total water pumped in the 12 month period was 1,201,872,000 gallons, compared with 1,340,813,000 gallons in the previous 12 months. The average amount of water pumped was 3.293 million gallons per day, compared with 3.663 million gallons per day in the previous 12 months. July 16, 1976, was the day of maximum use with 7.531 million gallons pumped.

In the 12 month period, Water Division personnel replaced 3,035 feet of old 8" main on South Street with 12" main, replaced 321 feet of old 2" main on Whitman Road with 6" main and a hydrant, replaced 230 feet of 2" main on Trueman Place with 6" main and a hydrant, replaced 230 feet of old 2" main on Bonwood Road with new 2" main, replaced 19 water services and installed 57 new services. It also repaired 3 main breaks, 41 broken services and 8 hydrants damaged by vehicles. More than 1,100 hydrants were opened and tested to insure proper operation.

Private developers installed 600 feet of new 8" main at the south end of Greendale Avenue, 91 feet of new 6" main and 195 feet of new 2" main at 27 South Street and 18 feet of new 2" main at 989 Greendale Avenue.

In the coming year it is expected that routine operation and maintenance will continue along with the replacing of the old 8" main with 12" along South Street. Facilities for adding chemicals to the water to reduce corrosion are also planned for next year.

POLICE DEPARTMENT

Louis Roman, *Police Chief*

Total Budget: $1,137,937 Expended: $1,170,170

The primary function of the police department is to protect life and property, preserve the peace, prevent crime, detect and arrest violators of the law, enforce all laws coming within departmental jurisdiction, supervise public funtions where public order requires police presence, respond to all public emergencies, and to create and maintain a feeling of security in the community.

During the past fiscal year 10,754 calls were entered in the police log that required some type of police action. These do not include calls for information or calls of a confidential nature. In addition many man hours were spent on routine patrol, directing traffic, enforcing traffic laws, and enforcing parking regulations, checking vacant property and conducting safety education programs within schools and before interested groups.

It will be necessary in the future to make more alterations and consider additions to the present building to accommodate our many needs. The present building opened its doors on January 15, 1932 with a sworn personnel of thirteen men. Today the same building houses a personnel of over fifty-seven people with many thousands of dollars of additional equipment.

The Town recently adopted the 911 emergency telephone line. This service will be in operation by mid 1978. The public should be reminded that the 911 number is for emergency calls only and all other calls should be placed through the regular police number 444-1212.

Lt. John O'Neil and Patrolman Frank Manning at new UHF radio desk now in operation at Police Headquarters.

As a member of the Greater Boston Police Council the police department will soon be operating on a new U.H.F. radio communications network to be known as BAPERN (Boston area police emergency radio network). This multi-channel system will allow Needham to communicate directly with all other police units within the thirty-three cities and towns of the greater Boston area that belong to the council. Equipment was purchased through federal grants and appropriations made by the town. In order to accommodate the new equipment many alterations and renovations have been made at police headquarters.

Once again we thank all the other town departments, boards, and tribunals for their support and understanding.

A special thank you, to the Needham Crime Check Committee for their continued fine work and to the citizens of the community who support law enforcement.

POLICE ACTIVITIES 7/1/76 through 6/30/77

	No. of offenses	Cleared by arrest or exceptional means
From the Uniform Crime Report		
Homocide	0	0
Rape	1	0
Robbery	5	3
Assault		
1. Simple	46	39
2. Aggravated	17	15
Breaking-Entering		
1. Residential	162	
2. Non-residential	68	
Total	230	22
Larceny (except M/V)	780	21
Value stolen $272,822		
Value recovered $29,733		
Motor vehicle theft	68	6
Stolen locally/recovered locally	22	
Stolen locally/recovered elsewhere	35	
Stolen elsewhere/recovered locally	25	
Value stolen $134,952		
Value recovered $77,075		
From the Arrest Book		
Violation of Drug Laws	14	
Forgery-Uttering	7	
Idle and Disorderly	36	
Violation of Liquor Laws (minors)	18	
Protective Custody	148	
Receiving Stolen Property	11	

	No. of offenses
From the Police Log	
Disturbance calls	969
Trespassing	55
Bicycle stolen	221
Acts of vandalism	692
Emergency ambulance calls	285
Robbery alarms	173
Burglary alarms	1450
Motor Vehicles	
Citations issued/moving violation	1808
Parking citations issued	5282
Personal injury accidents	184
Property damage accidents	747
Arrests for operating a M/V while under the influence	53

FIRE DEPARTMENT

William Hanson, *Fire Chief*

During the fiscal year from July 1, 1976 to June 30, 1977, the fire department had the busiest year in its history. A total of 2,021 box and still alarms were answered during this time. We experienced a slight decrease in brush fires, but had an increase in accident calls, emergency medical runs, and structure fires. The emergency medical technicians of the department, now numbering 25, responded with the Rescue truck and Engine #4 from the Heights station to 583 calls for their services covering almost every conceivable medical emergency. This has been an added work load on the department and at times has created a manpower shortage. However the entire E.M.T. program has, in fact, resulted in much improved emergency medical service to the citizens of Needham.

In this twelve month period the department laid 5,100 ft. of 3" hose, 13,950 ft. of 2½" hose, 16,850 ft. of 1½" hose and 12, 175 ft. of forest fire hose. We raised 3,579 ft. of ladders and used 275 booster lines. Fifty-two responses to Boston and other surrounding communities were made in conformance with the fire district #13 Mutual Aid System.

The largest single fire in the history of the town occurred this year. Three alarms were sounded on Box 12 on the Sunday afternoon of May 22nd for a fire which began in a large lumber shed on Chestnut Street. The fire involving Kiln dried lumber, gained such rapid intensity within minutes, that huge burning embers jumped Chestnut Street and ignited the building at the corner of Chestnut Street and Great Plain Avenue. As all of our manpower and equipment was committed to the lumber yard we had to count on our fellow fire fighters from other communities to assist us under the Mutual Aid System. The rapid response of these towns, along with the quick action of our own on and off-duty officers and men enabled the fire to be cut off without further extension. The police department's efficient control of traffic and spectators was also greatly

appreciated. These were some anxious moments, but it showed the great advantages of the Mutual Aid System.

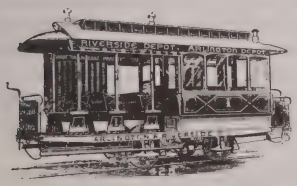
As in the past the policy will continue this year, for all members to receive forty hours of off-duty training, as well as regular on-duty drills. A wide variety of subjects are covered to keep everyone's skills sharp, and to keep abreast of all new developments in fire fighting techniques. In addition to these regular drills, all E.M.T.'s must also continually attend classes in their off-duty hours in order to receive enough continuing education points to be Nationally recertified every two years.

Thousands of lives continue to be lost each year in the U.S. along with billions of dollars in property. We strongly urge all families in Needham to practice every possible safety habit. Discuss the dangers of fire, and alternate escape routes with all members of the family, and if possible equip your homes with smoke detectors. In line with fire prevention, our inspection division will continue to inspect and enforce all laws pertaining to fire safety in business and public buildings, to conduct fire drills in our schools and hospital, to assist in training programs for industry, and to work closely with other town inspection departments. Inspection of flammable liquid tank trucks, oil burner installations, and nursing homes are other areas in which the inspection division will continue to concentrate their efforts. The following is a list of inspections and other related duties.

Alarms answered	15	Misc.	481
Apartments inspected	8	Nursery schools	11
Banks	12	Nursing Homes	15
Bowling alleys	8	Office buildings	35
Churches	15	Oil burners	732
Cleaners	2	Places of assembly	7
Complaints	39	Restaurants	4
Farm buildings	7	Schools	67
Garages	37	Stores	73
Hospital (Insp. & Fire Drill)	27	Underground tanks	23
Industrials	234	Tank trucks	7
Investigations	10	Town buildings	2
Listings	331	Fire alarm systems	11

Misc. includes fire drills in churches, Dept. errands, sprinkler flow tests, Sunday inspection of all business areas, in-service training of staff in nursing homes, industries calling for assistance on safety problems, working with other inspection departments, office work, state reports, oil permits and inspection records.

This department is committed not only to providing top quality fire protection and emergency medical care to all the citizens of Needham, but is also attempting to make everyone fully aware of the dangers of fire. Unfortunately none of us are immune to the possibility of disaster, so we sincerely hope that everyone will make this a safe year. Make fire prevention a prime priority in your household.



COUNCIL ON AGING

Seated L - R: Anne Tinkham, Florence Grinspoon, Margaret Lindsay, Barbara P. Yardley. Standing: Richard Deming, Ralph E. Chambers, Daniel Comiskey, Sidney J. Dockser, Marjorie C. Hybels, *Executive Director*, Dr. Dorathea M. Willgoose, Margaret E. Pierce. Absent: Frank Quillard

Budget: Salaries: $15,500 Expenses: $3,876

The Town of Needham established its Council on Aging by action of Town Meeting in 1957. The Purposes stated for the Council on Aging are: (A) To identify the total needs and concerns of Needham's elderly and retired persons and those approaching retirement age; (B) To design, coordinate, or implement services and programs to meet these needs and concerns; (C) To inform the community and enlist the support and participation of all citizens in this effort.

There are approximately 5,000 residents of Needham in the age category to which the Council on Aging devotes its efforts, about 17% of the total population of the town. The elderly and retired are increasing in number in Needham and can be predicted to become a larger and larger percentage of the population.

To assist Needham's older residents and their families, the Council on Aging employs two part-time professional counselors to conduct an Information and Referral Office in a portion of the basement of Town Hall. Assistance is given with problems in such areas as medical insurance, income supplements, housing, tax forms, health needs, part-time work, retirement, Social Security, transportation, loneliness and bereavement, and various services so that the elderly may continue to live in their homes, preventing the great costs (both financial and psychological) of nursing home or other institutional care.

In addition to information and counseling services, the Council on Aging also sponsors the Senior Adult Center. The same two part-time professionals plan and coordinate a five-days-per-week, year-round program of recreational, educational, and "well-being" services and activities, such as: Health Screening Clinics, Telephone Safety Checking of Live-Alones, Friendly Visitor Corps, Senior Shopper Bus (funded by Roche Bros. Supermarket), Retail Discounts for senior adults, Legal Assistance, Lipreading Training, Senior Adult Drop-In Center in Town Hall, group instruction in a wide range of leisure time skills, and a varied program of social activities including day trips. While continuing all these services and activities, it is expected that during FY-78 a new safety program will be instituted, "Handy Facts," encouraging advance preparation of data which would be needed in a medical emergency. Another major activity which the Council on Aging hopes to add during the coming year is the serving of low-cost, daily lunches to be subsidized with Federal funds.

This extensive program is possible only because of the cooperation of: (A) Many other Town Departments, particularly the Board of Health, the Park and Recreation Commission, the Needham Housing Authority, and the Mini-Bus Service; (B) Numerous public and private organizations, such as the Needham Visiting Nurse Association, the Needham Community Council, local churches and temples, and one hundred retail merchants; (C) More than two hundred devoted volunteer leaders, most of whom are themselves elderly.

The efforts of the Council on Aging have been hampered by two limitations: space and staff. Participation in the various programs and utilization of services increases every month. It has become crucial that the budget be increased to allow the professionals to be employed full time.

Secondly, there has been a pressing need for additional meeting rooms to be available throughout daylight hours. The rooms in the basement of Town Hall have been supplemented by space loaned by the Needham Housing Authority and the Needham School Committee, with additional space being rented from churches. It is anticipated that the proposed Community Rooms in the basement of the remodeled Stephen Palmer School will relieve some—but not all—of the space pressures. As declining school enrollment permits, consideration should be given to making more space available for activities for retired adults.

NEEDHAM HOUSING AUTHORITY

Seated L - R: Helen E. Czarnowski, *Executive Director*, Hrant H. Russian, Aleda H. Bailey. Standing: Edward S. Cahalane, David R. Donald, Sidney J. Dockser

The Needham Housing Authority operates a State-Aided Housing Program which presently consists of eighty, two- and three-bedroom single family dwellings, one hundred fifty-two elderly apartments, and a Federally-Aided HUD Housing Assistance Program with twenty-seven recipients. The goal of these programs is to provide adequate and safe housing within the Town for families and individuals of low and moderate income.

There are five Housing Commissioners, four elected and one appointed by the State Department of Community Affairs. Each serves a term of five years. Employees consist of an Executive Director, Office Staff and Maintenance Personnel.

The Authority has made application for funds from the State Department of Community Affairs and Federal Community Development Block Grants to modernize and improve both the family and elderly units. In keeping with energy conservation programs it is expected that the family units will be fully insulated this winter. Other improvements will be made as funds become available.

It is the policy of the Authority to replace obsolete equipment and modernize the units on a continuing basis. The Authority has also provided materials to tenants who desire to do modernization work themselves. Outdoor improvements in the Elderly area consisted of a shuffleboard court donated by the Lions Club and an enclosed bus shelter. The mini-bus and the weekly shopping bus service the elderly units enabling the residents to be mobile throughout the Town.

The Authority also maintains a Community Room where classes and meetings, as well as social events, are conducted by the Authority and the Council on Aging among other committees.

The Needham Tenants' Organization which represents the family tenants in negotiations with Management has its own building where meetings and other activities are conducted. This building is also maintained by the Authority.

Although turn-over in the family units has been slow the past year, all eligible persons are encouraged to file applications for housing. Information may be obtained from the Housing Authority Office.

The Authority regretfully accepted the resignation of David R. Donald on December 31, 1977. During his four years of service he was a valuable asset to both tenants and management.

BOARD OF HEALTH

L - R: Margaret L. Peirce, Dr. Kenneth Christophe, Dr. John D. Fernald

The function of the Board of Health, as mandated by the General Laws, continues to be to preserve, protect and improve the public health which includes the physical, mental and social well being of the citizens.

It has been noted that both the Federal and State administrations are concerned with the high cost of the existing programs for providing primary health care that increases each year at an uncontrolled rate with no cost-benefit relationship. The existing Federal programs have not provided health services to all the citizens at a cost that the economy can afford. With this in mind, the emphasis on the Federal and State level has shifted to providing more funds for preventive health care with the goal of reducing the cost and need for primary health care. This change supports our local programs for public health as preventive health care has always been our responsibility, particularly, in the areas of immunization, contagious disease control, health education and the protection of the environment.

Our preventive health care programs are reviewed annually in order to determine their continuing need and how they may be

modified to accomplish our goals and objectives as well as create citizen awareness and participation.

Public Health Nursing

The activity of our Public Health Nurses continued at a high level during the past year. The programs that the Public Health Nurses participate in are a vital segment of the overall activities of the Board of Health.

Although the number of cases of active tuberculosis has decreased from the days when raw milk was available it is important that all active cases be followed as well as those that are under supervision or classified as no longer active. A tuberculosis register is kept and maintained in the office and is followed closely by the nurses.

The number of childhood communicable diseases reported to the Board of Health that can be controlled by immunization has vastly decreased since the vaccines were approved; starting with the polio vaccine in the fifties. Distributing and administering the vaccine is a direct responsibility of the Board of Health and is mandated by the Massachusetts Department of Public Health. It is vitally important that immunization levels be maintained so that human suffering and the resulting costs for needed care may be kept at a minimum. The low incidence of childhood diseases can only be maintained by the continued efforts by public health authorities to create awareness of the need to maintain recommended immunization levels.

One of the largest immunization programs in the history of the nation was initiated when the Congress voted funds for the national Swine Flu Program based on the threat of a possible Swine Flu epidemic this year. Naturally, the success of this program will depend on the cooperation and participation of local health departments. It is expected that this will call on all of the resources of our department to be successful.

Community nursing and home health guidance is a function of the nurses that brings to bear on individual and family health problems the resources of our department as well as many other public and private agencies, both state and local, who have as their primary responsibility the provision of health care, guidance, counseling and referral to other agencies as needed in order that these situations may be quickly resolved.

Needham can pride itself on the many services that are available to citizens of all ages, rendered by dedicated professionals, many of them volunteers whose help and assistance has made the success of the programs possible.

During this part year several new programs were inaugurated; one being Scoliosis screening for all children in grades 5 through 8. The Board of Health Nurses screened 184 children in St. Joseph's School, with four of these children being referred to their private physician for further evaluation.

The Nursing Students at Massachusetts Bay Community College were in Needham for field work in Maternal and Child Health. New mother and babies were visited by the Public Health Nurses and the student to provide each student with an opportunity to visit several newborns.

Communicable Disease
- T.B. active disease - not pulmonary 2
- Home visits for surveillance 60
- T.B. skin testing 350
  - (Negative - 307, not read - 21, positive - 22)
- Other communicable disease 14

Immunizations
- Flu 2,986
- Measles 960

Screening Programs
- Lazy Eye screening 303
  - (Referrals - 6)
- Hearing screening 38
  - (Referrals - 3)
- Glaucoma screening clinic 280
  - (Referrals - 13)
- Oral cancer screening 137
  - (Referrals - 43)
- Scoliosis screening 184
  - (Referrals - 4)
- Blood Pressure checks 510

Maternal and Child Health
- Well Child Conference 18
  - Appointments 198
- New baby home visits 235
  - (Premature babies - 6)
- Screening for lead paint 43
  - (Elevated - 1)

Park and Recreation camp physicals 50
Nursery School, Day Care and Camp inspections 41
Mental Health home visits 32
Health guidance home visits 374

Nutrition Program

In the services of the Board of Health, the Nutritionist works as a team member with other health, welfare, and education specialists with nutrition a part of the overall program. The work of the Nutritionist is not only in the application of the practical knowledge of nutrition and diet therapy, but in how to work, plan, and use this knowledge with other professional people as well as the lay public.

The scope of the nutrition program and the work of the Nutritionist in the Town of Needham includes; 1) individual dietary counseling to patients and/or problems at the referral of the physician; 2) initiating and developing nutrition programs in the community which have to do with nutritional health problems and nutrition education; 3) coordinating the Needham Traveling Meals Program; 4) supervision and direction of the community nutrition field experience of 13 Framingham State College nutrition seniors for a four week affiliation period; 5) correlation of the health related aspects of nutrition with the programs and activities of the various community agencies. The Nutritionist participates and is availible for nutritional and diet counseling in each of the Keep Well Clinics sponsored by the Visiting Nurse Association. Two clinics are held each week in separate locations. Also, the Nutritionist participates in two training programs of Homemaker-Home Health Aides sponsored by the Needham Visiting Nurse Association.

Following is a statistical summary of nutrition activities during the past year:

Office visits
- New patients 123
- Rechecks 688

Keep Well Clinic
- New patients 115
- Rechecks 232

Home visits and Hospital referrals 65

Community Health and Nutrition Programs

HOW'S AND WHY'S OF MODIFIED DIETS - 4 sessions
- "Keeping Diabetes Well Controlled"
- "A Look at Fats and Your Health"
- "What SHOULD We Eat?"
- "Low Sodium Diets - Why and How"

WEIGHT CONTROL - 5 sessions
- "The Weigh Down the Scale"

NUTRITION WORKSHOPS - 4 sessions
- "You Really Are What You Eat"
- "Going Metric"
- "Do You Catch Good Nutrition"
- "Economy Comes in All Sizes"
- "How to Cope With Allergies" - 1 session

Traveling Meals Program

Approximately 9,000 meals have been packed and delivered to 90 different individuals during the past year. The Traveling Meals Program has now been extended to include deliveries of meals on week-ends to those individuals who are alone and unable to safely prepare meals.

Trends

An overview of nutrition activities in the past year indicates the diversity of the Nutrition Program in Needham. It is a tool that can reach every age group as well as individual interests in the community. Today, as never before, the public is concerned and interested in food and nutrition and its relation to health and disease.

The Nutrition Program will continue to correlate closely with the pattern determined in a large part by the needs and demands of the various community agencies and programs served by the department; physicians of the town, the Visiting Nurses Association, Home Health Care Program of Glover Hospital, Keep Well Clinics, etc.

The cohesiveness of the community and the unusual cooperation which exists, between the Board of Health and the other community agencies provides support to nutrition related programs.

Dental Clinic

Number of patients enrolled	130
Fillings	411
X-Ray Films	294
Treatments	36
Extractions	25
Cleanings	260
Flouride Treatments	255
Patient visits	621

Environmental Health

The Needham Sanitarian conducts a multi-faceted, generalized environmental health program which, in part, includes milk and food hygiene, camp, nursing home and private resident sanitation, domestic animal control, solid waste disposal, private, public and semi-public swimming pool installation, subdivision control, subsurface sewage disposal, nuisance and general sanitation. The following items entail complaints, inspectional activities, education services, licenses. permits and remedial activities.

Food service establishment inspections, complaints and consultative activities	246
Milk pasteurization plant and soft drink beverage plant inspections and consultations for licensure	9
Rodent, animal and demolition permit release activities	145
Solid waste, dumping, etc., inspections and consultative activities	115
Minimum housing, etc., complaint inspections and consultations	89
Swimming pool, private, public and semi-public, inspections and consultative activities	146
Sub-surface sewage disposal and municipal sewage disposal inspections and consultative activities	307
Inspection of Day Care Centers, Camps, Nursing Homes, etc.	20
Lead paint regulations, inquiries and consultations	36
Unclassified, miscellaneous and general nuisance complaints and other consultative inspectional activities	64

Mental Health

During Fiscal Year 77, the Needham Board of Health was pleased to complete the transition of the mental health services, formerly provided by the Norfolk-Medfield Area Mental Health District, to the Needham-Newton-Wellesley-Weston Area, in accordance with the directive of the Massachusetts Department of Mental Health. This change was implemented through the initiative of the Board of Health and the Needham Mental Health Study Committee consisting of Ellen M. Canavan, Sheldon Bycoff, Thomas Engelman, Harold Goldberg, M.D., Mary Hazard, Sumner Hoffman, M.D., Rosalyn Littman, Edward F. Rabe, M.D., and approved at the Annual Town Meeting 1977.

This change was complicated by the loss of local mental health clinic facilities with the demolition of the Glover House to make room for the new addition to the Glover Memorial Hospital. Arrangements have been made for temporary use of the Dental Clinic on Highland Avenue until more adequate facilities can be obtained.

The initial cost of the transition has been substantially above what the Town has been paying for mental health services in the past. In accordance with the General Laws public funds for mental health services may only be expended through a school department or Board of Health. It is expected that the cost to the Town will be reduced over the years as the primary facilities that will be under contractual agreement with the Town of Needham for in-patient and out-patient mental health services, including the Newton-Wellesley Hospital and our satellite mental health clinic located in Needham, will be certified and eligible for reimbursement by insurers.

The Needham Mental Health Guidance Clinic officially opened on November 14, 1977. This clinic is sponsored by the Town of Needham in cooperation with the State Department of Mental Health and is functioning as a satellite of the Newton Guidance Clinic. The Clinic Director, Dr. Marjorie E. Kettell and the Social Worker, Miss Margot Garfield, are the nucleus of the staff. Clinic hours are 9:00 A.M. to 5:00 P.M., with evening appointments available on Monday, Tuesday and Wednesday. The Needham Mental Health Guidance Clinic serves residents of Needham only, and has been established for children through age 21 and their families.

Appointments may be made by telephoning Mrs. Janet Rigoli at 449-1884. The Clinic is located in the Congregational Church at 1154 Great Plain Avenue, Needham. The Mental Health Study

Committee continues to serve as an advisory council, with Dr. David Mirsky, newly appointed Director of the Newton Guidance Clinic as an important addition.

Communicable Disease

Chickenpox	231
German Measles (Rubella)	1
Meningitis, Meningococal	2
Salmonella	6
Scarlet Fever	17

Animal Bites

Cat Bites	2
Dog Bites	60
Guinea Pig Bites	3
Hamster Bites	1
Rabbit Bites	2
Squirrel Bites	2

The Annual Rabies Clinics for dogs were held on Saturday, May 14 and Saturday, May 21, from 9:00 A.M. to 1:00 P.M. A total of 642 dogs were immunized. This vaccine is effective for a two year period.

Cooperative Boards of Health

Needham is a member of the Cooperative Boards of Health with Wellesley and Weston. One meeting was held during the year to reorganize with Dr. Melvin H. Gulbrandsen, D.M.D., Wellesley being elected as Chairman and Mrs. Margaret Peirce, Needham, elected as Secretary. It was voted to reduce the assessment to Needham from 44.7% to 44.0% based on the annual 1975 state census.

TRUSTEES OF GLOVER MEMORIAL HOSPITAL

Standing L - R: William H. Gorham, William E.R. Greeg, M.D., John K. Benson, Ronald L. Morrison, Paul J. Hurley, *Asst. Administrator.* Seated L - R: Stephen L. Barrett, *Administrator,* Stephen J. Kennedy, Ph. D., *Secretary,* Edward L. Davis, Jr., *Chairman,* Leon B. Levitan, *Vice Chairman,* Marjorie G. Clifford. Missing from photo: David C. Sullivan.

Inpatient medical-surgical services and outpatient services were provided to an increased number of patients by Glover Memorial Hospital during the fiscal year ending June 30, 1977. The following tables reflect the inpatient and outpatient services provided by the Hospital during the 12-month period as against the comparable preceding year:

	FY 1977	FY 1976
Inpatient Services		
Medical-Surgical inpatients admitted	3,237	3,508
One Day Surgical Patients admitted	394	—0—
TOTAL	3,631	3,508
Total Medical-Surgical inpatient and Day Surgical patient Days	26,080	26,863
Average Medical-Surgical inpatient length of stay (in days)	7.9	7.7
Intensive Care Unit patient days	1,646	1,646
Pediatric Unit patient days	1,208	949
X-ray services	4,783	4,912
Treated in Operating Room	2,276	2,132
Physical and Occupational Therapy	7,288	6,190
Laboratory Tests	98,348	89,099
Occupancy: Medical-Surgical Inpatient and Day Surgical	71%	73%
Outpatient Services		
X-ray	13,676	13,570
Laboratory Tests	13,508	12,991
Physical and Occupational Therapy	4,569	4,230
Accidents Admitted	991	933
Treated in Emergency Department	12,678	12,740
Treated in Operating Room	196	196
Total Outpatient Services	45,618	44,660

For a number of years it has been the objective of the Hospital Trustees and Administration to operate the Hospital on a fully self-supporting basis with revenue received for patient services equalling or exceeding annual expenses incurred for Hospital operations. This status was maintained during the fiscal year ending June 30, 1977, with net cash receipts returned to the Town by the Hospital exceeding total expenses for the year. To sustain this self-supporting position in the face of increased supply, service and personnel costs the Trustees authorized an increase in the Hospital's basic inpatient room and board charge to $97 per day in January of 1977 together with increases in charges for some other specialized services and outpatient fees. A modest surcharge is added to the daily room and board charge for patients who are not Needham residents. The Hospital's daily room and board rate remains low in comparison to those in effect at other area hospitals.

New patient services inaugurated by the Hospital during the year included arrangements to provide One Day Surgery for those patients whose medical-surgical care does not require overnight hospitalization. Availability of this service results in somewhat lower costs to the patient for minor surgical procedures.

The Hospital's Tumor Consultative and Chemotherapy Service, established in February 1977, affords access in the Needham area to specialized consultation and treatment services for patients with known or suspected cancer problems and is available for both hospitalized patients and those requiring such services on an outpatient basis. Inauguration of the service affords greater convenience to patients in the Hospital's service area requiring such treatment and to the physicians and hospital staff personnel administering them.

A Cardiac Teaching Program for patients, to be initiated during fiscal 1978, is designed to assist the patient with coronary artery disease and significant family members in their understanding of the coronary disease process and risk factors involved in order to prevent progression or minimize re-occurrence of the disease.

The new construction and renovation program authorized by vote of a Special Town Meeting on October 20, 1976 has been in progress since December of 1976. It is anticipated that those areas directly involved in providing patient care and services will be completed and ready for occupancy early in 1978. These include a newly-constructed one-story addition to house an enlarged and relocated Radiology Department and a relocated

public meeting room and the renovation and re-design of existing facilities for the Hospital's Laboratory, Rehabilitation Medicine Department and Coronary-Intensive Care Unit. The renovation program also provides for the establishment of a designated area for the Hospital's One-Day Surgical patients. The final phase of the program, projected for completion by May 1978, will involve renovation of the area previously occupied by the Radiology Department for the use of certain relocated administrative services.

Over the years many individuals and organizations have made substantial gifts to the Hospital in the form of bequests, cash contributions, memorials and annual donations to be used for special purposes or as unrestricted contributions to the Hospital's Permanent Donation Fund. These gifts, held in trust, are available to the Hospital Trustees for their discretionary use in the acquisition of equipment and support of medical-surgical needs and services beyond those provided for in the Hospital's annual capital outlay appropriation from the Town. At the end of fiscal 1977 the amount of trust funds on deposit for the benefit of Glover Memorial Hospital totalled $444,288, reflecting a net increase of $83,288 above the year-end level in fiscal 1976. Of these funds, $154,819 are restricted as to use. Of the unrestricted balance of $289,469, the Trustees have committed $202,000 for the acquisition of new and replacement equipment during the coming year, leaving the uncommitted balance of $87,469. To assist in meeting these commitments the Trustees will initiate a Major Services Support program in early 1978 to encourage contributions to the Hospital's Permanent Donation Fund.

The continued utilization of the Hospital's Emergency Department by the residents of Needham and nearby communities as a source of primary health care and other outpatient services is reflected in the statistical tables included in this report. The availability of physicians to provide in-hospital coverage on a 24-hours per day basis to serve the needs of both hospitalized patients and the Hospital's Emergency Department is assured through the Hospital's Medical Staff and the Needham Emergency Medical Corporation (NEMCO).

Glover Memorial Hospital's full accreditation was renewed in November 1977 by the Joint Commission on Accreditation of Hospitals for the maximum allowable two-year period.

The completion of the current construction and renovation program in early 1978 will further enhance the Hospital's capabilities for serving the future inpatient and ambulatory health care needs of the community. To complement these improvements in physical facilities the Trustees contemplate the use of currently available capital outlay appropriations and some trust funds during the next year for the acquisition of new and replacement equipment to serve the contemporary medical-surgical and diagnostic needs.

In the early days of railroading in America, steam locomotives were given names and often assigned to a particular engineer. Famous among the engines and drivers on the Charles River Railroad were James Alger and the "Lion" and a Mr. Hitchcock of the "Mercury." The "Marshall Rice" or the "Hiram Allen" was the first steam engine into East Needham.

NEEDHAM FREE PUBLIC LIBRARY

Seated L - R: Vivian McIver, *Librarian*, Phyllis K. Gresham, Roma Jean Brown, Mary H. Dickert. Standing: Robert D. Hall, Jr., William H. Ganick, Thomas Harkins, Raymond F. Bosworth

The Public Library exists to bring knowledge, information, enjoyment and culture to every member of the community. It carries out this function through its various departments: adult, young adult, children's and reference. In assisting indivdiduals with their search for information, the public library must be responsive to specific needs of the community and be aware of what is going on both nationally and locally as its collection of books, magazines, pamphlets, newspapers and microfilm serves as a resource center for the entire community. In order to perform in an efficient manner, the public library must develop a collection of books and other materials and provide these materials in a supply sufficient to make the Library a dependable source for the majority of the people.

In carrying out its function of providing reading materials and information to the community, the Needham Library during the fiscal year 1976/77 compiled the following statistics.

Books and audio-visual materials circulated	
Main Library (adult)	240,910
(juvenile)	91,996
Branch Library	32,482
	365,388
Number of Art Prints circulated	2,251
Number of Talking Books circulated	226
Magazines, pamphlets & college catalogs circulated	14,662
Number of reference questions answered	
adult	16,400
juvenile	5,587
	21,987
Number of reference books on overnight loan	551
Inter-Library Loan	
Requests submitted	350
Books loaned	84
Number of museum passes loaned	514

To illustrate the impact of these statistics on a family of four (parents and two children), this is what it would mean if each parent took out one book a month:

What the Library means to a family of four...

If each parent takes out a book a month (24 x $9.95)	= $238.80
A phonograph record a month (12 x $4.95)	= 59.40
One art print for each 2 month period allowed during the year (6 x $49.00)	= 294.00

If the family uses just two of the Library's magazine subcriptions instead of purchasing them (U.S. News @ $18.00 and National Geographic @ $10.00)	=	$28.00
And makes one trip during the year to the Boston Museum of Fine Arts and		3.00
the Science Museum using the Library's		9.00
passes instead of paying admission		12.00
And if the children take two books a month from the Children's Room (4 x $4.50 x 12)	=	216.00
And borrow a cassette a month each (24 x $4.95)	=	118.80
Total saved		$967.00

The Reference Department, in addition to answering questions, maintaining the reference collection, and handling Inter-Library Loans, films and talking books, also continued work on indexing the Needham newspapers. Town newspapers have now been indexed for the years 1975-1885 and 1967-1977.

The Reference Supervisor conducted a reference workshop in the fall which demonstrated the extent of the reference collection and the use of certain basic reference books. Two high school economics classes were instructed in use of the business reference collection.

Two valuable and long-time members of the Reference and Circulation Departments resigned during the year: Mrs. Anne Sell, Reference Supervisor, who had been with the Library for ten years and Mrs. Cindy Crawford, Circulation Supervisor, who had worked for the Library twelve years. Miss Ann MacFate, an employee of the Library for eighteen years, was made Reference Supervisor, and Miss Patricia Feeney, an employee for five years, was made Circulation Supervisor.

During the summer of '76 the Young Adult and Children's Departments offered a program of stories, films and crafts. The Children's Department conducted a reading club, and the Young Adult Department had a book discussion group. Also in September the Young Adult Librarians in the Eastern Regional Library System met in the Community Room for a workshop in young adult services sponsored by the Needham Public Library.

In September the Children's Librarian gave an orientation program for parents wishing to learn about children's literature and the organization of materials in the Children's Room. This program was repeated in the spring. Story hours and film programs were held regularly during the winter months, with a Great Jelly Bean guessing contest, a spring highlight.

The Young Adult Librarian conducted book talks at both junior high schools for twenty-five classes. Girls Scouts, local nursery schools and Needham's special education class visited the Library. In February the sixth grade Library orientation program began with a visit from Broadmeadow School and concluded twenty-two classes later in June.

School classes visiting the Library	Student Attendance
2 Economics classes from High School (instructed in use of business reference collection)	40
22 Sixth Grade classes (an orientation to young adult and adult sections of Library)	450
14 elementary and nursery schools Special Education Class	202
Summer Reading Club (elementary children)	421

Story Hours	Number	Attendance
Kindergarten - 6th grade	61	1.682
Pre-School	103	210
Mini-Series	6	30 (15 children) (15 mothers)
Summer Film Program for Young Adults	4	150
Craft demonstrations: (Needlepoint, macrame and quilting)		90
Winter film series	4	125

Various adult programs and exhibits were offered during the year by the Librarian and Reference Staff, Library Trustees and the Friends of the Needham Public Library. During July '76, the Library celebrated the Bicentennial with a special exhibit of photographs featuring its own history. The Friends of the Needham Public Library and the Needham Historical Society planned a joint historical exhibit of "Whatsits," ingenious old-time indoor and outdoor labor and time savers from the kitchen, barn, shed and field, for the display case.

The Trustees presented an illustrated fall lecture series given by Mrs. Warner B. Hartford, Museum of Fine Arts Lecturer, entitled "Furniture of Pilgrims and Patriots." Speakers at the annual Art Open House held on October 31 featuring new circulating art prints were Needham High Art Instructors, Mr. Robert Enos and Ms. Marjorie Kearney.

The Friends of the Needham Public Library sponsored a program and reception on April 24 in celebration of National Library Week which featured the literary activities of Needham High School students. Ms. Ellen Burke and Mr. Thomas Rooney, NHS English Instructors, discussed the student literary magazine titled "Even a Rag Like This." On June 19 the Friends sponsored a tour of Historic Boston conducted by Mrs. Hartford.

The Library also continued its "First Thursday" series. Featured speakers were: a representative from the committee to ratify the Equal Rights Amendment; Sargeant Robert Roman of the Police Department; Raymond Bosworth, Trustee; Mrs. Anne Hedrick of the Needham Garden Club; Mrs. Marjorie Bailit, local authority on antiques and Ms. Bonnie Pandya, needlework instructor.

Other Library Programs	No.	Attendance
Mrs. Vivian McIver - book talks	6	180
Wednesday Noon-time movies	20	529
Sunday Movie Program	6	195

The Library held the majority of its programs in the Community Room which was also used 126 times by other town organizations and town departments.

The Library is genuinely grateful for continued support by Needham citizens of its various activites. The Branch Library was heavily used by the Senior Citizens in town and many private persons and town officials gave donations to the Library and in particular to the Laura G. Willgoose archives room. The Needham Board of Selectmen donated the original Selectmen's records dating from 1848-1859, 1882-1884, 1896-1917; the assessors gave early tax records dating from 1790-1889; the Needham Historical Society gave the Library the marble slab which was the corner stone of Needham's first public library building, donated by Andrew Carnegie and erected in 1903.

A new program was started last fall to train volunteers to teach reading on a one to one basis using the Laubach Method. A Literacy Workshop was held at the Library and nine volunteers were given instruction by Mrs. Mildred Gilman, Laubach Literacy Master Tutor. The Library now has trained volunteers who will be able to help the functionally illiterate learn to read. In this way the Needham Library is cooperating with the National Right to Read program. Several people have already taken advantage of this new service.

Another new program was started in August '76 when the Young Adult Room had its first exhibit of art work by a high school student. It was immediately so successful that it was decided to make the art exhibits a monthly affair. The High School Art Department helped the Library arrange the exhibits. Works of various students were exhibited jointly between October and January; from February on, the work of individual talented seniors was exhibited.

The Children's Department began two services last year: the circulation of puzzles and cassette/book combinations and a deaf communication kit. The kit contains letter wood blocks, Raggedy Ann wearing a hearing aid, sign language cards, books on sign language, a book THE DEAF CHILD IN THE PUBLIC SCHOOLS and a message for parents.

The Needham Lion's Club gave the Library a Braille typewriter in January which is now available for anyone wishing to typewrite in braille. This is a most welcome addition to the Library's service to the blind and physically handicapped. Last year 226 talking books for the blind were circulated, and 149 books were mailed to shut-ins. Next year the Library will add another dimension to its services to the handicapped. The Library has been awarded a grant to set up a volunteer recording center in the Library where volunteers will make tapes of books requested by blind persons, for the Library's own collection, and for the enrichment of the state-wide collection at the Perkins School for the Blind.

The Library has also started a volunteer program which is beginning to grow. Four volunteers are already giving several hours each week in addition to the volunteer mothers and high-schoolers who continue to help with the summer story-hours.

For the future the Library Trustees are making plans to up-date the building in order to make it in compliance with State and Federal regulations concerning architectural barriers in public buildings. The Trustees also are looking at the building to see what provisions need to be made for conserving energy. The Trustees are particularly interested in installing an elevator for physically handicapped persons. In order to make these improvements in the Library building the Trustees voted in April to hire the Seavey & Tereszczenko Organization, Inc. to look over the building and to analyze the present building for space utilization and alternatives; to assess program needs for the coming 15 years for their impact on the building, evaluate the building for conformance to State Barriers Code requirements, and evaluate energy consumption and develop conservation strategy. The cost of this survey was paid for by the Laura G. Willgoose Fund. The Trustees are now in the process of evaluating the survey.

Mrs. Harriet Brush, a Library Trustee for twelve years, resigned in October 1976. Her place on the Board of Library Trustees was filled by Mr. Thomas Harkins.

CIVIL DEFENSE

Julius T. Fedel, *Director*

The Department of Civil Defense and Office of Emergency Preparedness is charged with over-all preparations for any emergency, whether natural or manmade, such as a hurricane, flood, snowstorm, windstorm or major fire. Supplies which include two-way radios, emergency generators and a 200-bed hospital are always ready to provide back-up facilities for all Town departments.

During Fiscal 1977 the State accepted and approved the updated version of our Town's warning system and its capabilities. Other emergency plans were also studied and improved. A new twenty-five page "Town of Needham Emergency Operations Plan" was drawn up by the director and approved by State Region One.

Our EOC (Emergency Operations Center) was fully manned during several major storms. Two new pieces of equipment have been added to our capability, a Citizens' Band radio and weather monitoring instruments.

A large-scale Boy Scout training exercise was conducted in the Town Forest, mustering over two hundred boys in a disaster training, search and rescue mission during their Fall Camporee. This was carried out in great detail by our CD combined personnel.

The Auxiliary Police continue a regular schedule of patroling the schools and town property for vandalism. Currently, some fifty active volunteers are working on a nightly setup. All are fully uniformed and equipped. A CPR training course was conducted for unit members, as well as an advanced First Aid course. Three members attended the State Auxiliary Police School. We are still looking for more people who would fill weekly assignments or sign up for emergencies only.

To become a member call Civil Defense, 444-6999, and speak to Dep. Steven Campbell — Communications or Dep. Jonathan Tipton — Police Auxiliary.

Civil Defense is an active group of volunteers, civic minded, ready and willing to work to keep our town what it is by planning and being prepared for any emergency.

As early as 1730, Edward Smith plied the trade of blacksmith in Needham. By 1738 Zachariah Mills was also serving the less than 50 families in town. Around 1760, Josiah Eaton, ancestor of the Eaton families of Needham, was a blacksmith and one of the largest landowners in town. In the 19th century it was required that the warrants for town meetings be displayed at the blacksmith shop in Lower and Upper Falls.

DEPARTMENT OF VETERANS' SERVICES

Edmond B. Loughlin, Jr., *Veterans' Service Agent*

The Veterans' Services Agent administers a program of benefits to eligible veterans and aid to immediate families and dependent parents of such veterans, under Chapter 115 of the General Laws of Massachusetts. With about 30 million living veterans, the potential approaches nearly 50% of the population.

During the fiscal year 1976-1977 the Department of Veterans' Services processed the following applications:

Financial assistance	138
Veterans' pensions	59
Widows' pensions	95
Dependent childrens' benefits	82
Grave markers	12

All cases in the category of financial assistance are thoroughly investigated and followed up weekly until terminated. Periodically State investigators double-check.

In addition, phone calls and office inquiries pertaining to rehabilitation programs, V.A. hospitalization, service records, educational benefits, etc. ran into the hundreds.

Investigating and obtaining Federal funds through the Veterans Administration is an important duty of the Agent and is a strong factor in reducing benefit expenditures by the Town. Veterans' benefit expenditures by the Town are reimbursed 50% by the State.

CONSERVATION COMMISSION

L - R: Charles D. Mixter, James M. Colman, Elizabeth Anderson, John D. Marr, Margaret Lindsay

The Needham Conservation Commission conducted 4 public hearings on: request for construction of swimming pool in floodplain; two determinations of Applicability of the Wetlands Protection Act; and unauthorized alterations in a designated Wetland. The commission suggested an amendment to the zoning by-laws Not Permitting swimming pools and tennis courts in the floodplain; determined the care and restrictions for use of Farley Pond; and approved use of Ridge Hill for Environmental Education Classes to begin in the fall.

Commission members, interested citizens, and a representative from Park and Recreation formed a committee to prepare a Conservation Master Plan for Needham. Commission members also attended Waste Water Management Meetings, and Boston Edison Hearings and continued negotiations for the improvement of Baldwin Pond. After hearing representatives for both sides of the Bottle Bill, the Commission voted to support the Bill.

With the help of the Advisory Committee, the commission sponsored geology, astronomy, tree, wildflower and bird walks at Ridge Hill. At the 3rd annual dinner in January Mrs. Junior Anderson received an award for her contributions to the field of Conservation. Reservations covering more than 5,000 persons were made for events at Ridge Hill. Without counting casual visitors, who exceed 150 on a typical weekend, it is clear Ridge Hill continues to grow in popularity.

PARK AND RECREATION COMMISSION

Seated L - R: Robert E. Hawes, Charles S. Rizzo, Gary W. Petrini, Standing L - R: Denton G. Nutter, Jr., David F. Eldridge, Jr., Richard A. Foot, *Director*

With the celebration of our nation's Bicentennial, the Needham Park and Recreation Commission sparked a spirit of renewal and commitment to the basic objectives of enhancing the quality of life in the community. Recognized in 1976 by the National Sports Foundation for "excellence in park and recreation management" and by local media in 1977 for "innovative programs", the municipal park and recreation department demonstrated its responsiveness to the leisure needs of citizens in a host of creative ways.

New dimensions in community involvement were achieved as the Commission sought to draw upon the interests and talents of those it served. To foster sound fiscal management, a special committee of citizens was charged with the responsibility of assessing the user fee policies of the recreation programs and services. From this study and the committee's recommendations, the Commission adjusted its user fee schedule commensurate with increased operating costs and sound management practices. The action resulted in an increase in program revenue in excess of $8,000 this fiscal year alone.

Concurrent with these deliberations, a Permanent Donation Fund Advisory Committee was created to advise the

Commission on matters pertaining to the donation of gifts in support of recreation in Needham.

In the personnel management arena, the Park and Recreation Commission initiated a study of seasonal recreation leadership positions, and hired a permanent part-time clerk replacing the former part-time position and reverting to past employment practices.

The spirit of renewal fostered this year by the Commission generated a kaleidoscope of new and exciting recreation programs and leisure time services. Among the most noteworthy are:

- "Special Needs" programs in ice skating instruction, music and movement program, afternoon gymnasium program, and trips to sightsee, athletic events, circus, etc.
- Educational workshop for community gardeners
- Arts and crafts workshop for elementary school-age children
- Orienteering clinics at Ridge Hill Reservation
- Jazz dance instruction for girls
- Spring egg hunt
- Semi-annual community-wide litter cleanups in concert with McDonald's of Needham
- Red Cross youth bloodmobile
- Halloween makeup service
- Preseason ski clinic conducted by Boston Globe
- Ski trip
- Fitness Festival in cooperation with Governor's Committee on Physical Fitness and Sports
- Evening of square dancing
- Sponsorship of two McDonald's Corporation bus trips
- Expansion of year-round senior adult trip program
- Bicycling trips program
- Second Annual Learning and Leisure Open House

These programs are in addition to the over 100 activities and services sponsored by the municipal recreation department.

The Commission initiated planning for several programs and activities in the coming fiscal year. Program planning was underway for the First Annual Needham Fun Run and Runners Fair to be held on the Needham Town Common in the fall of 1977. Curriculum development was progressing for a new academic credit Recreation Leadership Training course to be offered for the first time in September of 1977 at the High School. The Park and Recreation Commission met with the Youth Commission to discuss areas of mutual interest and instituted a dialogue which would continue through the fall of 1977.

The Commission worked closely with the Needham Community Sailing Association to expand the instructional and recreational sailing programs on Rosemary Lake. The registrations this year for the sailing programs have exceeded all previous records with over 350 individuals on the class rosters since its inception in 1975, including school children and Girl Scouts.

The Director of Parks and Recreation and the Commissioners participated in the 1976 National Park and Recreation Congress held in Boston and sponsored by the National Recreation and Park Association.

The legislative efforts of the Commission expanded this year with the recreation related activity at the General Court. Of prime importance was legislation related to the mandatory first aid training of municipal beach lifeguards, as well as aerial application of selected pesticides, and the Commonwealth's urban parks program.

Capital projects developed during this fiscal year included construction of the Chestnut Street bypath for bicyclists and pedestrians at the railroad overpass, the erection of bikeways signs through the bikeways system, and the elimination of architectural hazards for bicyclists in the community. In addition, the Commission expanded the Claxton Field recreation area parking lot to accommodate another 25 automobiles. A new floating dock was installed at the sailing area at Rosemary Lake for use in the instructional and recreational sailing program. The Commission constructed a launching dock and railroad tie stairway at Rosemary Lake for use by the Commission-sponsored radio-controlled model yacht program. This improvement reduced a safety hazard and enhanced the appearance of the area, as well as allowing for an improved access to skating.

Planning was furthered for the design of a fully automated underground irrigation system to be installed at the Mario "Mike" DeFazio School/Recreation Complex in 1977. Initial studies were instituted by the Commission concerning the lake management and reclamation of Walker Gordon Pond, located adjacent to a recreation area in the south-western area of Needham.

The Rosemary Lake Reclamation and Building Committee furthered its long range plans for the reclamation of this centrally located recreation resource, by conducting lake management tests, and pursuing a variety of project funding sources at the state and federal level. In addition, the committee instituted an annual program of planting 500 white pine seedlings along the lake shore to eventually replace the deciduous trees at the lake.

Summer recreation programs featured new and exciting highlights for children and citizens of all ages. Activities ranged from "A" to "Z" ("Arts in the Parks" to the traveling "Zoomobile"). Impressive attendance was recorded at Rosemary Lake Swimming Pool during the 10-week summer season. The Pool staff was fully trained in water safety instruction, cardio-pulmonary resuscitation, and basic first aid procedures a full year in advance of the state-mandated training.

Volunteer leadership remained the strength of the municipal recreation department as hundreds of citizens gave time and talent in support of community recreation.

Even a partial list of the street railway franchises authorized in the Town indicates the interest in electric transportation in Needham around the turn of the century: The Needham Street Railway Co.; The Needham at Newton; The Newton and Boston; The West Roxbury and Roslindale; The Natick and Cochituate; The Natick and Needham; The Medfield and Needham Street Railway. While some of these were never built and others became part of larger companies, it is interesting to note that in 1910 one could take a trolley car from the center of town in all directions. The average fare for an adjoining town was six cents.

MEMORIAL PARK

Seated L - R: Robert W. Chalue, Frederick R. Muir, Arthur M. Tiernan, Jr. Standing L - R: Robert C. Dawson, Rodger D. Goodwin

Activities at Memorial Park continued at a peak rate.

Organizations using Memorial Park were as follows:

High School varsity football, junior varsity, and sophomore ball.

High School gymnastic classes, boys and girls, five days a week during the season.

High School track teams, regular and cross country, use the facilities regularly in their respective months of the year.

High School baseball, varsity and junior varsity, is played in the spring.

Pop Warner football is played on our fields.

In the spring, in the evening on our number 1 diamond, Senior League, American Legion, and Lou Gehrig play baseball.

From May through the latter part of September, also in the evening, we have the Industrial Softball League playing on our number 2 skimmed diamond.

Weekly, in the summer we have, after these activities, evening band concerts enjoyed by many people.

The Fourth of July celebration sponsored by the Needham Exchange Club is enjoyed by many Needham people each year.

The parking lot is used by a number of organizations, such as the Needham Community Theater, for flea markets.

Various organizations hold their meetings in our building throughout the year.

We have experienced our usual loss of flags and ropes with the necessary replacements.

It is our policy to keep the grounds and facilities in their customary condition with good maintenance and upkeep.

The showplace of Needham is still Memorial Park with Bob Harris, "Supervisor", doing his usual fine job of maintenance.

The October 12, 1918 issue of the Needham Chronicle has this editorial note: "Perhaps a motorman can eat an ice cream cone and still handle his car with proper care. Since driving an electric car is something we never tried, we do not venture to pass judgment."

NEEDHAM YOUTH COMMISSION

L - R: Thomas J. Engelman, *Youth Coordinator,* Martin J. Haley, Mrs. Dorothy M. Davis, Paul Keyes, Elizabeth Hayes, F.S. Crook, Elaine Fersh, Caseworker, Eva D. Sonsini, *Secretary,* Paul B. Robison, *Employment Counselor.* Absent from photo: Alden Eberly, Det./Sgt. Robert Roman, George F. Skinner

The Needham Youth Commission works to fulfill the Town's commitment to serving Needham youths and families. The Commission identifies local youth needs and seeks opportunities to fulfill them. In the past year, the Youth Commission provided counseling and outreach services, youth employment and community services. There has been an increase in the use of Commission services as reflected in the excess of 11,000 telephone calls received and requests for services.

1) *Counseling and Outreach Services:* Ongoing counseling services include short-term individual, family and group counseling. Support, consultation and advocacy were provided to teenagers, families and community agencies involved with youth. This included reaching out to young people to become better acquainted and serve as a link between young people and available services.

2) *Information and Referral Services:* A resource file of local and area services is maintained to respond to the needs of youths and families.

3) *Temporary Housing:* The Youth Commission is licensed as a foster care placement agency and provides temporary housing to teenagers in times of difficulty after exploring other prevention and alternative services.

4) *Youth Employment Job Referral Services:* The Job Referral Service has intensified efforts to reach additional teenagers and locate job opportunities. 515 jobs were located in one-time, part-time and full-time positions. The Youth Employment Counselor maintains an active file of youths available for employment.

   Special youth employment services were provided through the Comprehensive Employment Training Act (CETA Youth Work Experience) for 42 part-time and full-time jobs. Young people worked in municipal departments and non-profit agencies and earned in excess of $33,960.

5) *Community Services:* In a continuing effort to enhance the life of Needham youths and families, there have been cooperative efforts with town departments, schools and agencies. Examples include educational seminars, work with the Mental Health Study Committee and collaborative efforts with school staff. The participation in a graduate internship program also increased Commission services without additional cost.

SCHOOL COMMITTEE

Seated L - R: Carol J. Boulris, Vincent C. Nuccio, Arthur E. Harkins, Jr., Lida E. Eisenstadt. Standing: Roy A. Kelley, Joan W. Swartz, Daniel P. Matthews.

Needham has the reputation of having an excellent school system. Its programs rank high in comparison to others in the state—and throughout the nation. Even with the budget constraints that face the School Department, the curriculum and associated activities respond well to the needs and to the aspirations of Needham youth.

Space in the Town Report will permit only limited reference to a few items that may be of particular interest to the community. Those are highlighted in the first part of this report.

How tall? 42 centimeters.

Metrics Extended

Realizing the importance of the national conversion to the Metric System, the Needham schools have demonstrated leadership in implementing metric education. From the relative isolation of metrics in science, a program of instruction has been extended into all instructional areas.

In-service courses have been conducted for the faculty. Films have been obtained. Other instructional aids, such as rulers, thermometers, trundle wheels, and beakers (in metric measurement) have been made available to the schools. And students have found themselves performing familiar functions while using a new language.

Metrics...wisely phased into a curriculum...for students, a comfortable and natural process.

English as a Second Language (E.S.L.)

Although individual tutoring service had been provided in previous years, a more formalized E.S.L. program was instituted in 1976-77 in response to the needs of a sizable number of newly-enrolled, foreign-born students in the Needham schools who had limited knowledge of English.

The goal of the E.S.L. program is to elevate language skills to the point where the students are able to understand spoken English and to express themselves fluently in English, enabling them to participate fully in their regular classes.

During the 1976-77 school year, the E.S.L. program provided instruction to 26 students from 13 countries, speaking 11 different languages. The students were enrolled in all 9 elementary schools and in the High School and ranged in age from 5 to 16.

As the year progressed, about one-third of the students gained sufficient fluency to enable them to work effectively in their classrooms without the support of the E.S.L. program.

Vocational Education

"We recognize that Needham...develop its own vocational education program."

With those words, Mr. Donald Russell, chairman of the Needham committee for regional vocational education planning, ended his report.

The Town Meeting accepted that recommendation; and the School Committee, charged with that mandate, directed the school administration to develop plans for a Needham vocational education program.

In the fall of '77, proposals were submitted to the School Committee. Plans called for a continuation of an already strong industrial arts program, and the development (using existing facilities primarily) of a vocational education program in the areas of electricity, electronics, graphic arts, automative, child care, and business. Emanating from those clusters were suggested specific subject areas.

The advantages to the Needham "in-house" approach were stated as follows:

- An "in-house"program would be less costly than a regional approach
- Students would benefit from academic education in their own school
- Travel to a skill center would be eliminated
- The Town would maintain its own control over the direction and cost of the program
- The program could be more responsive to the needs of Needham students.

The vocational education program, phase one, will start in the fall of 1978.

Chapter 622

By law, schools of the Commonwealth must actively implement Chapter 622, an act to prohibit discrimination in the public schools.

Far more important, however, is a commitment to the spirit of the law. Recognizing that factor, a dedicated and enthusiastic staff committee has moved forward to develop a fuller understanding and acceptance of the intent of the law.

The focal point of the committee's various activities in 1977 was a two-day intensive group-leadership training workshop for selected staff members. Following that experience, they, in each of their buildings, conducted similar awareness sessions on the law and its implications for the curriculum. Teachers, administrators, and various support personnel came together

to share ideas on how to overcome the problems of prejudice and stereotyping, whether by sex or race.

The program continues, with sub-committees in different curriculum areas examining issues of concern and teaching materials (including textbooks) to see if they conform to the law.

Repertory Theater

Another exciting dimension was added to the social studies program in 1976-77 by incorporating live, professional theater into the curriculum. Episodes in the lives of Thomas Edison, Frederick Douglas, Mark Twain and Harry Truman were presented on the stage at Newman Junior High, giving students a new perspective which related directly to their classroom studies.

Preparation for the experience and follow-up activities, in addition to the content, focused upon responsible audience behavior, aesthetic appreciation, and multi-cultural understanding.

Provision for these cultural arts experiences was incorporated in the regular school budget for the first time this year.

A Library at Harris?

A library in a trailer? Why not? With space being at a premium at the Harris School, the most viable alternative was to house the library (or media) program in a large trailer connected by a ramp to the main building.

Although smaller in area, when compared to other elementary libraries, most of the usual activities of a library continue to be carried out.

High School English Program Studied

During 1977, the English Department of Needham High School conducted an assessment of the English elective program at the behest of the School Committee. An assessment committee was formed which worked to evaluate the organization of the program and the orientation of ninth grade students entering the elective program at the high school.

Parents of tenth and eleventh grade students—by direct mailing—were asked to respond to a questionnaire. In addition, students in those grades completed a separate but similar questionnaire.

Parents and students were, on the whole, satisfied with the present English program; but both groups made some suggestions which were reflected in recommendations for course changes which would take effect in 1978-79. These include: All courses to be semester or full year in length; language arts courses to reflect all five communications skills (reading, writing, listening, speaking, viewing); all courses to reflect an integrated approach to language arts combining skills and content.

The School Committee accepted those recommendations. They will be included in the High School Program of Studies for 1978-79.

Recognition For—

In the 1976-77 school year, students in the Needham schools continued their quest for knowledge. Both schools and parents examined their progress, using test results, grades, and observation.

At the high school, a tally of final grades showed that 20% of all sophomore and junior grades were A's, 42% B's. While grades themselves reflect seriousness of purpose, that more serious attitude and higher performance on the part of students was also noted by a number of staff members.

The cost of education at the high school rose to $1728 per pupil—made perhaps more meaningful when compared to private school non-resident tuitions of $2785 to $3275; or to a non-resident college tuition of approximately $3200.

Throughout the year recognition came to Needham students in different ways, and leads such as the following, partially tell the story:

- Five Talented Needham High Students Win First Prize in Chamber Music Competition
- Needham High Team Takes First Place in Computer Competition
- Certificates of Merit Awarded Needham Students in 13th Annual Math Olympiad

1977 NATIONAL MERIT SCHOLARSHIP FINALISTS: Pictured above are the five finalists for the Class of 1977, Needham High School. Seated, front row: David E. Diamond, Deborah B. Kinne. Back row, left to right: Dan R. Kilburn, Karin L. Venable, Gregg E. Rothermel.

- Needham High Student One of Three First Prize Winners: Brotherhood Award
- Globe Art Contest Brings Several Gold Key and Blue Ribbon Awards to Needham Students
- Needham Students Place Second and Third in Norfolk County Oratorical Contest
- Needham Student Elected State Treasurer in Massachusetts Student Government Program
- Inter-scholastic Team Records Place School Third in Cumulated Ranking
- Needham Students Give Untold Hours to Volunteer Agencies

The narration could be extended but the real story of education is in the way students live their lives and work to reach their potential. That story is being told, and at the same time waits to be recorded.

Post-High School Education Plans of the Class of 1977:

398 (64.6%) to four-year colleges (up 5.2% from 1976)
84 (13.5%) to two-year colleges
24 (3.9%) to non-college educational institutions
33 (5.4%) to work for one year and then to college
77 (12.5%) plans not determined

Enrollments

School enrollments continue to decline. The official enrollment (October 1, 1976) was *6719* or *264* less than the preceding year. This amounted to a 3.8% decline. A further breakdown by levels reveals:

Elementary: 3169 - down 189 or 5.6%
Junior High: 1639 - down 54 or 3.2%
High School: 1912 - down 21 or 1.1%

This decline presents problems as well as opportunities. Issues such as reduction of staff, retraining of staff, minimum class size and sections per grade, grade plan of organization, utilization of buildings, redistricting...all have surfaced and are being addressed. An administrative sub-committee has been formed to study the issues, present alternatives and make recommendations to the superintendent and School Committee during 1977-78.

Personnel

The School Department employed 681 persons in 1976-77. Of this number, 208 were supportive staff while 471 were members of the professional staff. The latter included:

36 administrators (equated to full-time)
354 teachers
36 elementary specialists (art, music, physical education, reading, science center, media and guidance)
36 special education teachers and other service personnel
9 classroom aides

Secretaries and custodians headed the list of supportive staff numbering 62 each. Food service staff followed with 55. Completing the complement were 19 school aides, 6 nurses, 3 school physicians and 1 attendance officer.

-:-

A total of 30 teachers had resigned or retired from the school system by the end of the '76-'77 school year in June. In addition, 5 teachers, who had been on educational and maternity leaves during the year, resigned.

A Look at Professional Academic Training and Experience

Academic Training

Needham's teachers are particularly well-prepared when you consider their experience and their educational background. *Two-thirds* of the staff have at least a master's degree. Nearly half of these people have graduate training beyond the master's level. Most, if not all teachers, continue to study through various in-service courses or at the university level.

One way to convey to the public the status of the professional training of the teaching staff is to depict the numbers of teachers in each category of the salary schedule that relates to college/university degrees and credit hours:

Levels

Bachelor's degree	85
...plus 15 hours	51
Master's degree	139
...plus 15 hours	54
...plus 30 hours	44
...plus 45 hours	31
Doctor's degree	1

Official enrollment, October 1, 1976

School	K	1	2	3	4	5	6	Sp.	7	8	9	10	11	12	PG	TOTAL
Broadmeadow	45	69	59	64	47	63	58									405
Carter	29	41	38	29	48	46	39									270
Dwight	59	76	79													214
Highland				78	100	103	104									385
Eliot	25	43	45	31	47	48	50									289
Harris	38	40	29	35	35	34	49									260
High Rock	40	58	52	56	51	43	47									347
Hillside	64	79	62	62	76	78	72									493
Mitchell	54	86	60	67	82	68	79	10								506
TOTAL Elem.	354	492	424	422	486	483	498	10								3169
Newman Jr. High								8	252	229	263					752
Pollard Jr. High								14	303	276	293					886
Needham High												629	648	629	6	1912
TOTAL Sec.								22	555	505	556	629	648	629	6	3550
TOTAL All schools	354	492	424	422	486	483	498	32	555	505	556	629	648	629	6	6719
Enrollment 10/1/75	454	405	390	446	450	454	560	30	517	556	609	684	645	599	5	6983

Experience in Teaching

Using a five year span as a category, an analysis of the experience of Needham's teachers reveals an interesting balance—with 53% having ten years or less experience, and 47% having more than ten years:

Years Experience	
0-5	105
6-10	117
11-15	89
over 15	108

Needham is What it is...

The use of the survey is widely accepted in our country at this time. Pollsters automatically become part of the information community.

Attempting to imitate in a limited fashion this approach to seeking information, Needham school staff members surveyed a number of realtors in Town.

They were asked, "What impact, favorably or unfavorably, does the school system have on people's decisions to move to the community or to stay in the community?"

The answer: The reputation of the school system is often the single most important reason for choice of community.

As significant as that response might be, it must be placed in proper associational relationship with other fine municipal services and other geographical/economic factors. What they all add up to is the reputation of the community; and that is attributable to the people of Needham.

What better way then, to acknowledge that fact and to express appreciation to other departments in this Town who help to make the quality of life what it is, and to all citizens who make this Town what it is, than to acknowledge it in our Town-Annual Report.

FUTURE SCHOOL NEEDS COMMITTEE

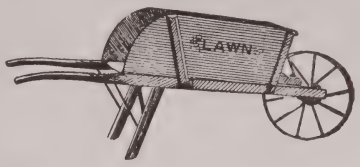
The Future School Needs Committee was established by Article 77 of 1951 and last continued by Article 43 of 1977.

During the fiscal year ending June 30, 1977, the Future School Needs Committee had limited communication with the School Committee and its Facilities Planning Advisory subcommittee on the subjects of the Long Range plan (secondary schools issued), annual Capital expenditures, and student enrollment projections which affect many aspects of educational planning. The enrollment projections, which are calculated using the latest actual birth and enrollment figures in a formula consistently applied since 1970, proved once again to meet the actual school enrollment almost exactly. The summary of these projections follows:

Grade	Actual 1976	Projected 1976	New Projections for 1977-78 '77	'78	'79	'80	'81	'82	'83	'84	'85
K	354	348	332	310	327	309	326	326	326	326	326
1-6	2805	2788	2656	2505	2333	2244	2136	2001	1973	1967	1983
7-9	1616	1678	1577	1564	1494	1410	1344	1326	1263	1179	1020
10-12	1906	1906	1796	1665	1621	1584	1561	1494	1408	1342	1330
Total	6681	6720	6361	6044	5775	5547	5367	5147	4970	4814	4659

On the whole this year was spent assessing and analyzing the Committee's future role and responsibilities. The original enabling article was discussed and compared to the present enrollment situation. It was concluded that with a broad interpretation we could indeed look at redistricting alternatives and facility utilization and needs as well as land acquisition and new facility growth. It was felt that the committee should take a more active role in school facility related problems.

We look forward to next year as a dynamic one. We shall continue with enrollment projections as well as expanding our role and involvement with facility utilization, redistricting and increased communication between various school oriented groups and Town Meeting.



In his *View of Needham in 1854*, Edgar Bowers recollected in 1911 about the town as it was fifty-seven years before and gives this vivid impression:

"The Charles River Branch Railroad had been opened to Needham, connecting to Boston by way of the Brookline Branch of the Boston and Worcester just about one year, and four trains were run daily to Boston and return, beginning at 6 o'clock a.m., the last train out arriving at 7 o'clock p.m. The train arriving at Needham at 1 o'clock p.m. trailed a green freight car behind and took it back on the return trip. The locomotive was a wood burner, as were all the others in this vicinity at that time, and was resplendent with brass trimmings around the boiler and the cab with driving wheels painted red, all of which the fireman kept bright and clean, according to the demands of the day. The arrival of the train was the event of the day."

JURY LIST

(Continued from Page 48)

Smith, Lillian A., 400 Hillside Ave.
Smith, Reginald N., 165 Brookside Ave.
Smith, Sophia C., 60 Prospect St.
Sorrentino, Mary A., 177 Central Ave.
Spalding, Robert V., 26 Wilshire Pk.
Spear, Serita, 17 Eliot Rd.
Spear, Barbara, 30 Harvard Cir.
Squires, Alice H., 277 Harris Ave.
St. Onge, Ruth E., 16 Woodbury Dr.
Steeves, Walter E., Jr., 128 Lexington Ave.
Stevenson, David K., 1703 Central Ave.
Stewart, Linnea C., 390 High Rock St.
Stone, Mary E., 36 Highland Cir.
Storrie, Douglas F., 87 Barrett St.
Stratton, Dorothy M., 81 Whitman Rd.
Strohm, Raymond W., 33 Arch St.
Sudhalter, Annette, 20 Bellevue Dr.
Sullivan, David C., 29 Aldridge Rd.
Sullivan, Helena T., 566 Great Plain Ave.
Swartz, Myer H., 197 Rosemary St.

T Tarabelli, Eleanor M., 109 Pine Grove St.
Thomas, Janet M., 47 Greendale Ave.
Thompson, William G., 61 Briarwood Cir.
Thompson, Robert V., 1206 Greendale Ave.
Thorpe, Evelyn B., 764 Central Ave.
Tiberi, Bernice, 18 Bridge St.
Tocci, Ronald C., 26 Meetinghouse Cir.
Trabucco, Yola T., 6 Dogwood Lane
Tranfaglia, D. Theresa, 25 Rae Ave.
Triantafel, Deborah, 55 Holmes St.
Trowbridge, Mildred H., 49 Dawson Dr.
Trumbour, Paul G., 1831 Central Ave.
Twombly, Albert A., 42 Needhamdale Rd.

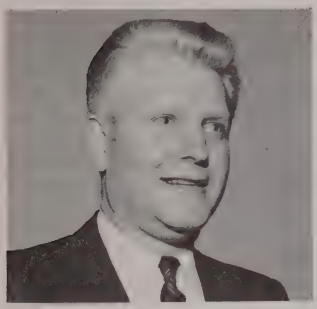
V Vaillancourt, Charles J., 269 Linden St.
Vallee, Robert P., 27 Hill St.
Vannah, Gordon A., 126 Clarke Rd.
Volk, Irma J., 111 Oak St.

W Wadleigh, Pauline, 18 Fairfax Rd.
Walker, James, 51 Windsor Rd.
Warren, Jeanne M., 123 Elmwood Rd.
Webb, Joseph T., 215 Fisher St.
Weiler, Stephanie J., 21 Lexington Ave.
Weiner, Herbert B., 132 Forest St.
Wellington, Elise B., 120 Clarke Cir.
White, Henry J., 87 Fairview Rd.
White, Charlotte A., 169 Harris Ave.
Wickman, Suzanne M., 92 Aletha Rd.
Wilkins, Ann J., 401 Warren St.
Williams, Ann, 52 Sherman St.
Williams, Loris T., 31 George Aggott Rd.
Williamson, Alan D., 35 Russell Rd.
Williamson, John P., 15 Norfolk St.
Winter, Charles G., 100 Elder Rd.
Woodley, John D. 9 Ingleside Rd.
Worthen, John A., 42 Pinewood Rd.
Wright, Joanne, 190 Parish Rd.
Wright, Judith, 26 Cross St.
Wright, James C., Jr., 893 Webster St.

Y Yannoni, Raffaela F., 23 James Ave.

Z Zimmerman, John W., 10 Bess Rd.
Zwible, Walter J., 700 Webster St.

TOWN OFFICERS



Richard P. Melick, *Moderator*

Elected

MODERATOR
Richard P. Melick, 1978

SELECTMEN
E. Loretta Reynolds, *Chm.*, 1979
Henry D. Hersey, 1978, *Vice-Chm.*
Benedict Horowitz, 1978
Francis A. Facchetti, 1979
Richard M. Salamone, 1980

TOWN CLERK
Rose O. Mackenzie, 1980

TREASURER AND TAX COLLECTOR
A. Ramsay Gifford

ASSESSORS
June W. Vanelli, 1980, *Chm.*
James A. Newslow, 1978, *Vice-Chm.*
Andrew M. Carlin, 1979, *Secretary*

SCHOOL COMMITTEE
Roy A. Kelley, 1978, *Chm.*
Vincent C. Nuccio, 1978
Linda Eisenstadt, 1979
Daniel P. Matthews, 1979
Carol Johnson Boulris, 1980
Arthur E. Harkins, 1980
Joan W. Swartz, 1980, 1980

PARK & RECREATION COMMISSION
Charles S. Rizzo, 1980, *Chm.*
David F. Eldridge, Jr., 1978, *Vice-Chm.*
Gary W. Petrini, 1979, *Finance Officer*
Robert E. Hawes, 1979
Denton G. Nutter, Jr. 1980

TRUSTEES OF MEMORIAL PARK
Arthur M. Tiernan, Jr. 1979, *Chm.*
Roger D. Goodwin, 1980, *Vice-Chm.*
Frederick F. Muir, 1978, *Secretary*
Robert W. Chalue, 1979
Robert C. Dawson, 1980

PLANNING BOARD
George N. Giunta, 1979, *Chm.*
Ellen M. Canavan, 1978, *Vice-Chm. & Clerk*
Stanley R. Tippett, 1980
Norman A. Homsy, 1981
John H. Cogswell, 1982

BOARD OF HEALTH
Kenneth Christophe, 1978, *Chm.*
Margaret L. Peirce, 1979
John D. Fernald, 1980

HOUSING AUTHORITY
Hrant H. Russian, 1978, *Chm.*
David R. Donald, 1978, *Vice-Chm.*
Edward S. Cahalane, 1979, *Treasurer*
Aleda H. Bailey, 1980
Sidney Dockser, 1981

COMMISSIONERS OF TRUST FUNDS
Gerald Swartz, 1978, *Chm.*
L. Clarke Hill, 1979
Alden Eberly, 1980

TRUSTEES OF PUBLIC LIBRARY
William H. Ganick, 1979, *Chm.*
Harriet S. Brush, 1978 *(Resigned)*
Phyllis K. Gresham, 1978
Robert D. Hall, Jr., 1978
Thomas M. Harkins, 1978 *(Appointed)*
Raymond F. Bosworth, 1980
Roma Jean Brown, 1980

CONSTABLES
John F. Harkins, 1978
Frank J. Reinhardt, Jr., 1978

Appointed by The Selectmen:

MEASURER OF WOOD & BARK
Arthur Coughlan

SEALER OF WEIGHTS & MEASURES
Angelo R. Dell'erario

TOWN COUNSEL
William A. Cross

TOWN COMPTROLLER
R. Everett Isherwood, 1980

DIRECTOR OF PUBLIC WORKS
Robert A. MacEwen

TOWN ENGINEER and ASST. DIRECTOR OF PUBLIC WORKS
John D. Marr, Jr.

DIVISION SUPERINTENDENTS
John F. Cusick, *Grounds*
Robert J. Lanigan, *Highways*
Bruce E. Nagler, *Water*
Patrick Tocci, *Sewers*

POLICE CHIEF and KEEPER OF THE LOCK-UP
Louis Roman

TRUANT OFFICER
Stanley Bielski

DOG OFFICER
Harry E. Greenlaw

FIRE CHIEF
William Hanson

SUPERINTENDENT OF FIRE ALARM
William Hanson

FOREST WARDEN
William Hanson

DIRECTOR OF CIVIL DEFENSE
Julius T. Fedel

AGENT FOR VETERANS' AID & PENSIONS; CARE OF SOLDIERS' & SAILORS' GRAVES: BURIAL AGENT.
Edmond B. Loughlin

INSPECTOR OF BUILDINGS
John C. Rosenfeld
Elmo J. Orciani
(substitute building inspector)

INSPECTOR OF WIRING
Donald B. Griffin
Donald F. Craig
Joseph Holden
(substitute wiring inspectors)

INSPECTOR OF PLUMBING & GAS
Chester E. Bosselman
John C. Howland
(substitute plumbing inspector)

DEPUTY CUSTODIAN OF PUBLIC BUILDINGS
John W. Allen

TRUSTEES OF GLOVER HOSPITAL
Edward L. Davis, Jr., 1979, *Chm.*
Leon Levitan, 1978, *Vice-Chm.*
Stephen J. Kennedy, 1979, *Sec.*
William E. Greer, 1980
William H. Gorham, 1980
John K. Benson, 1979
David C. Sullivan, 1979
Ronald L. Morrison, 1978
Marjorie G. Clifford, 1978

GLOVER MEMORIAL HOSPITAL
(by the Trustees)
Stephen L. Barrett, *Administrator*
Nancy Laffey, *Director of Nursing*
John Austin, Jr., *Purchasing Agent*

DATA PROCESSING ADVISORY BOARD
Glenn T. Barber, *Chm.*
R. Everett Isherwood, *Secretary*
John R. Reilly
A. Ramsay Gifford
Edward R. Ruddy
Eric Risberg *(resigned)*

REGISTRARS OF VOTERS
June E. Koss, Chm., 1980
Francis J. Donahue, 1978
Mary J. McCarthy, 1979
Rose O. Mackenzie, *Ex-Officio*

BOARD OF APPEALS
Hertz N. Henkoff, *Chm.*, 1979
Charles E. Downe, 1980
William J. Tedoldi, 1980
Warren J. MacDonald, 1978 *Assoc. Member*
Jean C. Vivian, 1978, *Assoc. Member*

CONSERVATION COMMISION
(Art. 76, 3/63)
Roger B. Hunt, 1979, *Chm.*
Margaret A. Lindsay, 1979, *Vice-Chm.*
James M. Colman, 1980
John D. Marr, Jr. 1980
Elizabeth Anderson, 1979
Eliot A. Winston, 1979 *(resigned)*

SUB-COMMITTEE - MDC PARKS
(Art. 48, 3/71)
Charles A. Morrison, *Chm.*
John C. Hatch
Charles Rizzo

SOLID WASTE DISPOSAL STUDY COMMITTEE
(Art. 73 of 1966, last continued by vote of Art. 46, 1977)
Richard L. Malconian, *Chm.*
Philip M. Wiggin, *Vice-Chm.*
Alyce Tucceri, *Sec.*
Joel H. Bennett
William Cross
Robert A. MacEwen
Ronald L. Morrison

STUDY AND ADVISORY COMMITTEE TO AID AND ASSIST THE BOARD OF ASSESSORS
(Art. 40, 1976)
Peter Carre, *Chm.*
Norman Jacques
Edward F. Murphy
John Reilly
Phillip Trussell

HISTORICAL COMMISSION
(Art. 9, Spec. T.M. 10/76)
Nancy Hartford, 1979
Robert Vondenbrink, 1979
Raymond Bosworth, 1978
Leslie G. Crumbaker, 1978
Norman A. Homsy, 1977

ANNUAL TOWN REPORT COMMITTEE
Stephen J. Daly, *Executive Secretary*
Marcia M. Carleton, *Vice-Chm.*
Robert W. Chalue, Photography
Alan Harrington
June Koss
Marion Lebourveau

Appointed by The Moderator:

FINANCE COMMITTEE
John C. Hatch, 1978, *Chm*
John J. McLaughlin, 1980
Edward B. Murphy, 1980
Donald Russell, 1980
John Lacy, 1979
William L. Mather, 1979
Charles W. Robins, 1979
Robert E. Kettlety, 1978
Kenneth W. MacWhinney, 1978

CAPITAL EXPENDITURES BUDGET PROGRAMMING
George Giunta, *Planning Board*
Edward B. Murphy, *Finance Committee*
Constance M. Setian, *Finance Comm.*
Stanley R. Tippett, *Planning Board*
Philip Trussell, *Finance Committee.*

PERSONNEL BOARD
(Art. 11-12, 3/51)
John E. Carroll, 1978, *Chm.*
David S. Tobin, 1978, *Co-Chm.*
Jerome C. Buckley, Jr., 1979, *Co-Chm.*
David G. Eisenstadt, 1977
Donald F. Everett, 1977

Appointed by Board of Health:

HEALTH OFFICER & INSPECTOR OF MILK
Robert Heustis

PUBLIC HEALTH NURSES
Gladys A. Wetmore
Nina H. Ackerman

SANITARY INSPECTOR and DEPUTY INSPECTOR OF MILK
Melvin A. Zabar

RECORDER OF COMMUNICABLE DISEASES; BURIAL PERMIT AGENT
Florence Volk

DENTIST (Dental Clinic)
Dr. Kurt Baum

DENTAL HYGIENIST
Jacqueline Klein

INSPECTOR OF ANIMALS AND SLAUGHTERING
William J. Curry, Jr., D.V.M.

NUTRITIONIST
Bertha Bishov

PEDIATRICIAN
Dr. Asha P. Wallace

Appointed by Other Elected Boards:

SUPERINTENDENT OF SCHOOLS
William M. Powers

ASST. SUPERINTENDENTS OF SCHOOLS
Calvin Cleveland, *Curriculum & Instruction*
Richard Davis, *Business*

PLANNING DIRECTOR
Thomas W. Fennessey

PARK & RECREATION DIRECTOR
Richard Foot

ROSEMARY LAKE RECLAMATION BUILDING COMMITTEE
Gary W. Petrini, *Chm.*
Kenneth Christophe
James G. Donnelly
James Felkel
Jean R. Fox
W. Alan Harrington
Emily K. Hazard
John Marr
Donna M. Mullin
Donald R. Robinson

PUBLIC LIBRARY
Vivian M. McIver, *Librarian*

CONTRIBUTORY RETIREMENT BOARD
(Under vote of Town, 11/3/36)
R. Everett Isherwood, *Ex-Officio*
Joseph Carey, *Secretary*
James R. Bobillier, 1980,
by Town employees
Louis F. Klein, 1977,
by Selectmen

COUNCIL ON AGING
(Art. 15, 9/57)
Sidney J. Dockser, 1978, *Chm.*
by Selectmen
Margaret A. Lindsay, 1979, *Vice-Chm.*
by Selectmen
R. Ashley Holt, 1978, *Treasurer,*
by School Committee
Daniel Comiskey, 1980,
by Selectmen
Florence Grinspoon, 1979,
by Selectmen
Dorothea M. Willgoose, 1979,
by Selectmen
Margaret L. Peirce, 1978,
by Board of Health
Francis E. Quillard, 1978,
by Selectmen
Anne Tinkham, 1978,
by Selectmen

FUTURE SCHOOL NEEDS
(Art. 62, 1950,
last continued by
Art. 43, 1977)
Robert E. Chase, *Chm.*
by Selectmen
Marcia M. Carleton,
by Moderator
Phyllis Fanger,
by Taxpayers Assoc.
Douglas B. Harding, 1977,
by Moderator
Arthur E. Harkins, Jr.,
by School Committee
Theodore Magida,
by Finance Committee
James J. Mahoney, Jr.,
by Moderator
Eugene F. Sanchez, Jr.,
by Planning Board

YOUTH COMMISSION
(Art. 49, 1967)
Thomas J. Engelman, *Youth Coordinator*
Paul B. Robison, *Employment Counselor*
Foster S. Crook, 1978, *Chm.*
by Finance Committee
Susan Posner, 1980,
by Park and Recreation Comm.
Judith Roth, 1980,
by School Committee
Alden Eberly, 1979,
by Selectmen
Dorothy M. Davis, 1978,
by Moderator
Robert Roman, 1978,
by Police Chief
Stephen Gresham, *Youth Representative*
Elaine Fersh, *Caseworker*

TRANSPORTATION COMMITTEE
Donald Fleming, 1979, *Chm.*
by Selectmen
Marion Calderwood, 1979,
by Selectmen
John J. Gill, 1978,
by Planning Board
Grant J. Paul, 1978,
by Planning Board
Robert F. Larkin, Jr., *Ex-Officio*

PUBLIC SAFETY COMMITTEE
(Art. 14, 1974,
last continued by
Art. 44, 1977)
William S. Marsh, *Chm.*
by Selectmen
Donald Everett, *Vice-Chm.,*
by Personnel Board
Robert J. Crowley,
by Moderator
William Hanson, *Fire Chief*
William L. Mather,
by Finance Committee
Louis Roman, *Police Chief*
Alfred J. Saltzberg,
by Moderator
Edward F. Supple,
by Moderator

GLOVER MEMORIAL HOSPITAL BUILDING COMMITTEE
(Art. 7, Spec. T.M. 11/75; Art. 34, 1976)
Stephen L. Barrett, *Hospital Administrator*
Ronald L. Morrison, *Hospital Trustees*
Christoper Salvo, M.D., *Medical Staff*
Katherine M. Gilfoy, *Hospital Aid Assoc.*
Thomas F. Geary, *Taxpayers' Assoc.*
Thomas L. Elliott, Jr., *Finance Committee*
Christopher J. Murray, Jr., *Selectmen*

RETIREES STUDY COMMITTEE
(Art. 40, 1976;
last continued by
Art. 47, 1977)
Francis X. Foster,
by Selectmen
Henry W. Longley,
by Selectmen

Kenneth W. MacWhinney,
by Finance Committee
Bertram N. Pike,
by Moderator
Robert Todd Pratt,
by Moderator

LOW & MODERATE INCOME HOUSING COMMITTEE

Peter B. Benfield,
by Finance Committee
Dorothy Dwyer,
by Planning Board
Gladys Gordon,
by Selectmen
Raeburn B. Hathaway, Jr.,
by Moderator
Elizabeth Keil,
by Council On Aging
Dexter H. Marsh, Jr.
by Housing Authority
Richard W. Russell,
by Moderator
George Trumbour,
by Selectmen
Dr. Dorathea Willgoose,
by Council On Aging

STEPHEN PALMER STUDY COMMITTEE

(Art. 15, 1975; Spec. T.M. 11/75, Art. 8)

James M. Colman, *Chm.*,
by Selectmen
Howard F. Gustavson, *Vice-Chm.*,
by Retired Men's Club
Janie Webster, *Secretary*,
by League of Women Voters
C. William Frykberg,
by Finance Committee
Richard Stark,
by Future School Needs Comm.
Stanley R. Tippett,
by Planning Board
Bancroft R. Wheeler,
by Moderator

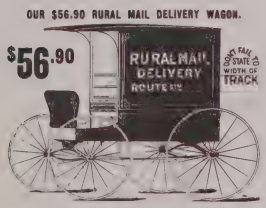
COMMITTEE TO STUDY FEASIBILITY OF ESTABLISHING A NEEDHAM HERITAGE ADVISORY COMMITTEE

(Art. 55, 1975)

Katharine Preston, *Chm.*,
by League of Women Voters
Howard Beal,
by Historical Society
Sidney A. Dimond,
by Selectmen
Catherine Farlow,
by Conservation Commission
Norman A. Homsy,
by Planning Board

MENTAL HEALTH & RETARDATION AREA BOARD

Needham Representatives:
Joseph King, M.D.
Rosalyn Littman
George Smith



TOWN MEETING MEMBERS

The Town Meeting Members are elected by the voters as their representatives to officiate at Town Meeting.

There are 249 Town Meeting Members plus 15 members-at-large. Responsibilities of the Town Meeting Members include attending Town Meeting, being informed on Town issues, taking into consideration the views of the voters in their precinct and voting on all articles in the Warrant.

Precinct A

(24)

Expiration 1980

Denneen, Francis G.	569 Hunnewell St.
Henley, Lillian A.	30 Parkland Rd.
Landy, Herbert H.	74 Wayne Rd.
Merritt, Stephen W.	194 Webster St.
Newman, David	173 Evelyn Rd.

Expiration 1979

Bleakney, Philip T.	40 Hampton Ave.
Burkett, Wayne L.	573 Hunnewell St.
Dockser, Sidney J.	98 Wayne Rd.
Giunta, George N.	44 Reservoir Ave.
Grinspoon, Florence S.	94 Reservoir St.
Henkoff, Eleanor	52 Wayne Rd.
MacPhail, John D., Jr.	108 Webster St.
Mather, Marcia C.	15 Park Ave.
Mulhern, Edward J.	143 Central Ave.
Nagel, Ira A.	57 Noanett Rd.
Newman, Doris C.	173 Evelyn Rd.
O'Toole, M. Eileen	28 Mercer Rd.
Sparr, Harold B.	50 Spring Rd.
Weiss, Eugene M.	10 Hewett Cir.

Expiration 1978

Crocker, David C.	80 Spring Rd.
Fishman, Harry	46 Daley St.
Henley, Robert I.	30 Parkland Rd.
Linnane, James F.	11 Webster St.
Tedoldi, William J.	68 High St.

Precinct B

(30)

Expiration 1980

Bassett, Agnes M.	13 Hunnewell Ter.
Donnelly, Joseph R., Jr.	415 Hillside Ave.
Evans, Richard D., Jr.	180 Parish Rd.
Henderson, Daniel C.	195 West St.
McIntosh, G. Leonard	42 Lakin St.
Thorpe, Evelyn L.	764 Central Ave.
Tobin, David S.	12 Clarke Rd.
Waldman, Frederick	86 Damon Rd.
Wellington, Elise B.	120 Clarke Cir.

Expiration 1979

Bassett, Walter H.	13 Hunnewell Ter.
Brownlow, Anne R.	876 Central Ave.
Evans, Robert E.	54 Clarke Rd.
Frederick, Edward B.	554 Central Ave.
Ginn, Edward B.	82 Booth St.
Johnson, Peter B.	101 Clarke Cir.
Jones, William D.	664 Central Ave.
McLeod, Agnes J.	467 Central Ave.
Sweet, William L.	371 West St.
Tippett, Stanley R.	78 Clarke Cir.

Expiration 1978

Amundsen, Dawn L.	116 Forest St.
Avakian, Arthur F.	28 Sunset Rd.
Bassett, Walter H., Jr.	13 Hunnewell Ter.
Cavanagh, Norman J.	100 Ardmore Rd.
Curtin, Timothy J.	114 Clarke Cir.
Gustavson, Howard F.	15 Cynthia Rd.
Huff, Roger W.	260 Hunnewell St.
Larson, Charles D.	15 Rolling Lane
Manning, Lee J., Jr.	103 Nardone Rd.
McLeod, John W.	467 Central Ave.
Remnitz, A. Fay	56 Pershing Rd.

Precinct C

(30)

Expiration 1980

Canavan, Ellen M.	52 Oak Knoll Ter.
Caro, Robert E.	35 Avalon Rd.
Carovillano, Mary Ann	43 North Hill Ave.
Christophe, Philip A.	1196 Central Ave.
Cox, Gilbert W., Jr.	49 Colonial Rd.
Davis, Richard W.	6 Avalon Rd.
Eaton, Stephen E.	11 Meadowbrook Rd.
Hawes, Robert E.	81 Meadowbrook Rd.
Hilton, Harry M.	34 Pond St.
Mahoney, James J., Jr.	86 Winding River Rd.
Preston, John L.	49 Oak Knoll Ter.
Rogan, Alburton F.	7 Curtis Rd.
Smith, Morriss A.	56 Blacksmith Dr.

Expiration 1979

Barrett, Martin E.	21 Avalon Rd.
Bycoff, Sheldon D.	79 Mackintosh Ave.
Cleary, Francis C., Jr.	58 Avalon Rd.
Davis, Stanton H.	54 Mackintosh Ave.
Gardiner, Jeffrey L.	121 Newell Ave.
Kelley, George P.	1560 Great Plain Ave.
Levitan, Leon B.	43 Whitman Rd.
Maccarone, Albert	96 Gay St.
Milligan, John F.	25 Blacksmith Dr.
Mitchell, Steven B.	2 Hancock Rd.
Newton, Robert C.	515 High Rock St.
Preston, Katharine H.	49 Oak Knoll Ter.
Russian, Rita A.	39 Alden Rd.
Swaffield, F. Hartwell	1681 Central Ave.
Wyckoff, Charles W.	85 Pine St.

Expiration 1978

Cogswell, John H.	1479 Great Plain Ave.
Levitan, Sally A.	43 Whitman Rd.

Precinct D

(30)

Expiration 1980

Bienkowski, Judith A.	42 Gilbert Rd.
Cahalane, Edward S.	296 Linden St.
Davis, Edward L., Jr.	200 Charles River St.
Eberly, Alden	10 Lewis St.
Foster, Francis X.	12 Cranberry Lane
Gatto, Victor E.	99 Country Way
Gresham, Phyllis K.	47 Charles River St.
Lewis, Arthur J.	99 Linden St.
Malconian, Richard L.	128 Country Way
Morrison, Ronald L.	110 Country Way
Rockmore, Joyce S.	84 Sylvan Rd.
Russell, Donald F.	273 Nehoiden St.
Snell, Betty C.	245 Country Way

Expiration 1979

Dwyer, Dorothy D.	6 Ferndale Rd.
Eaton, Frank C.	1652 Central Ave.
Gilkie, Robert J.	46 Marked Tree Rd.
Gorham, William H.	56 Gatewood Dr.
Hunt, Roger B.	975 South St.
Marsh, Dexter H., Jr.	304 Country Way
Page, Robert W.	18 Maple Ter.
Pratt, Robert Todd	81 Sylvan Rd.
Wright, Charles G.	36 Maple St.
Zaleski, Alexander V.	248 Marked Tree Rd.

Expiration 1978

Bailey, Aleda H.	36 Marked Tree Rd.
Boulris, Carol Johnson	203 Country Way
Gintis, Murray, I.	37 Henderson St.
Longley, Mark E.	45 Lewis St.
Powers, William M.	47 Scott Rd.
Wenckus, Alleen	65 Richardson Dr.
Wright, Walter A.	36 Maple St.

Precinct E

(27)

Expiration 1980

Austin, Sidney F.	18 Oakhurst Cir.
Bauer, William C.	104 Sutton Rd.
Bridges, Frank L.	114 Harris Ave.
Brown, Roma J.	30 Edgewater Lane
Comiskey, Daniel L.	64 High Rock St.
Coveney, Barbara A.	119 Fox Hill Rd.
Kenefick, James L.	84 Harris Ave.
Kidd, Donald E.	179 Harris Ave.
Knapton, David A.	100 Lawton Rd.
Mortimer-Maddox, Rosalind	16 Stevens Rd.

Expiration 1979

Chin, Daniel Y.S.	18 Gordon Rd.
Donald, David R.	323 Dedham Ave.
Gordon, Maxwell N.	182 Edgewater Dr.
Hazard, Mary S.	1204 Greendale Ave.
Muir, Frederick R.	65 Coolidge Ave.
Reynolds, Frederick A.	149 Harris Ave.
Riddell, Mary T.	20 Cleveland Rd.

Expiration 1978

Barstow, Frederick E.	86 Livingston Cir.
Colman, James M.	142 Fox Hill Rd.
Davis, Richard A.	66 Eaton Rd.
Davis, Sally B.	45 Coulton Park
Day, John M., Jr.	97 Old Farm Rd.
Harkins, Thomas M.	41 Laurel Dr.
Krech, George D.	61 Bradford St.
Meier, Norman R.	93 Wildwood Dr.
Steeves, Ernest A.	20 Laurel Dr.

Precinct F

(21)

Expiration 1980

Fay, Brendan R.	280 Nehoiden St.
Fleming, Susan D.	22 Morton St.
Hely, Charles J.	19 Lake Dr.
Kinne, Dorothy L.	159 Dedham Ave.
Quirk, Eleanor D.	286 Warren St.
Tiernan, Arthur M., Jr.	21 Warren St.

Expiration 1979

Buckley, Jerome C., Jr.	155 Fair Oaks Pk.
Harris, Robert D.	955 Webster St.
Keil, Elizabeth M.	43 Kingsbury St.
Miller, Evan K.	25 May St.
Powers, James Hugh	40 Grant St.
Ryan, John J.	847 Webster St.

Expiration 1978

Alexander, Norman E.	23 Longfellow Rd.
Facchetti, Edward P.	48 Carey Rd.
Gallello, Sam	23 Howland St.
McDonough, Barry R.	71 Fair Oaks Pk.
McNamara, Robert V.	1095 Highland Ave.26
Sacks, Mary M.	101 Garden St.
Trabish, Richard M.	459 Webster St.
Trussell, Philip A.	841 Webster St.
Wheeler, Bancroft R.	156 Fair Oaks Pk.

Precinct G

(21)

Expiration 1980

Anderson, Gerald R.	60 Parkinson St.
Antonakes, John	89 Washington Ave.
Carre, Peter W.	749 Great Plain Ave.
Chase, Robert E.	74 Washington Ave.
Matthews, Daniel P.	204 Highgate St.
Willox, Stanley	48 Coolidge Ave.

Expiration 1979

Holden, Donald B.	74 Coolidge Ave.
Wiggin, Philip M.	31 Helen Rd.

Expiration 1978

Abbott, Susan W.	60 Otis St.
Browne, Gerald R.	242 Hillcrest Rd.
Devine, Joseph M.	63 Prince St.
Farnham, Arthur C.	198 Hillcrest Rd.
Fredericks, Christian H., Jr.	25 Otis St.
Hall, Michael J.	204 Hillcrest Rd.
Lovett, Thomas C.	45 Woodlawn Ave.
McMorrow, Eugene S.	15 Evans Rd.
Posner, Susan R.	93 Beaufort Ave.
Powers, Donald H., Jr.	776 Webster St.
Roberts, Robert C.	12 Hillcrest Rd.
Tucker, John B.	58 Prince St.
Woodley, Elizabeth S.	9 Ingleside Rd.

Precinct H

(24)

Expiration 1980

Bliss, Willard R.	105 Broad Meadow Rd.
Buckley, Margaret T.	42 Broad Meadow Rd.
Carleton, Robert G.	132 Elmwood Rd.
Carroll, John E.	80 Douglas Rd.
Doyle, Barbara A.	214 Elmwood Rd.
Gagnon, William A.	1044 Greendale Ave.
Galvin, James L.	134 Dawson Dr.
Hutchinson, Jean W.	240 Broad Meadow Rd.
Murphy, Edward B.	9 Grosvenor Rd.

Expiration 1979

Adams, John L.	20 Dunbarton Rd.
Carleton, Marcia M.	132 Elmwood Rd.
Devine, David F.	141 Dawson Dr.
Harrington, Daniel G.	144 Fairfield St.
Petrini, Gary W.	36 Petrini Cir.
Stewart, John H.	131 Bird St.

Expiration 1978

Barnes, Bradford, S.	41 Lancaster Rd.
Donahue, Thomas F.	67 Kenney St.
Harris, Nancy M.	7 Whittier Rd.
Helm, Robert W.	147 Dawson Dr.
Larsen, Robert Y.	150 Tudor Rd.
Marsh, William S.	15 Berkshire Rd.
Nutile, LeRoy J.	60 Tudor Rd.
Peck, George K.	729 Greendale Ave.
Stanley, John G.	979 Greendale Ave.

Precinct I

(18)

Expiration 1980

Bamforth, Howard E.	313 Brookline St.
Benfield, Peter B.	84 Paul Revere Rd.
Bunce, Jeffrey, H.	39 Powers St.
Day, John W.	35 Morley St.
Dodge, John C.	63 Hemlock St.
Gleason, Daniel J.	35 Nichols Rd.
Kelley, Roy A.	52 Beaufort Ave.

Expiration 1979

Barber, Glenn T.	280 Manning St.
Garrity, H. Philip, Jr.	11 Colby St.
Hartford, Warner B.	212 Washington Ave.
Schofield, Ann M.	32 Oak Hill Rd.

Expiration 1978

Attridge, Paul H.	59 Powers St.
Downe, Charles E.	298 Manning St.
Duncan, William E.	34 Hemlock St.
Keller, Donald M., Jr.	55 Nichols Rd.
Sewall, Brian R.	12 Morley St.
Stewart, Robert C.	301 Hillcrest Rd.
Svendsen, Harold	261 Manning St.

Precinct J

(24)

Expiration 1980

Crook, Foster S.	3 Thorpe Rd.
Fedel, Julius T.	41 Lindbergh Ave.
Fox, Jean R.	152 Paul Revere Rd.
Gill, John J.	36 Homestead Pk.
Harkins, Arthur E., Jr.	67 Parker Rd.
Hatch, John C.	95 Tower Ave.
Hathaway, Raeburn B., Jr.	48 Dunster Rd.
Kettlety, Robert E.	201 Paul Revere Rd.
Small, Asa M.	20 Greendale Ave.

Expiration 1979

Anderson, Elizabeth E.	31 LaSalle Rd.
Carlin, Andrew M.	125 Tower Ave.
Connell, John F.	61 Lexington Ave.
Downs, Robert A.	51 Virginia Rd.
Geraci, Frank A.	167 Parker Rd.
Mulvey, Philip F., Jr.	65 Paul Revere Rd.
Setian, Constance M.	26 Bennington St.
Steeves, Walter E., Jr.	128 Lexington Ave.
Vondenbrink, Robert J.	119 Tower Ave.

Expiration 1978

Dermody, Frank M.	12 Concord St.
Eaton, Richard W.	80 Tower Ave.
Everett, Donald, F.	160 Paul Revere Rd.
McQuillan, John J.	193 Lindbergh Ave.
Paul, Grant, Jr.	34 Hazel Lane
Prescott, Philip W.	72 Riverside St.

Town Meeting Members At Large

(15)

Christophe, Kenneth	30 Perrault Rd.
Eldridge, David F., Jr.	44 Ellicott St.
Facchetti, Francis, A.	48 Carey Rd.
Giunta, George N.	44 Reservoir Ave.
Goodwin, Roger D.	43 Glendale Ave.
Hall, Robert D., Jr.	204 Hillcrest Rd.
Hersey, Henry D.	45 Washington Ave.
Horowitz, Benedict	140 Prince St.t
Larkin, Robert F., Jr.	72 Clarke Cir.
Mackenzie, Rose O.	86 Hawthorne Ave.
Melick, Richard P.	100 Windsor Rd.
Nuccio, Vincent C.	93 Hawthorne Ave.
Reynolds, E. Loretta	149 Harris Ave.
Salamone, Richard M.	12 Upland Rd.
Vanelli, June W.	515 Great Plain Ave.

Cash Receipts

July 1 to June 30

Fiscal Year 1977 and Fiscal Year 1976

	FY 1977	FY 1976
Cash on Hand, July 1	**$ 2,920,347**	**$ 1,353,235**
Personal Property Taxes	634,864	625,933
Real Estate Taxes	15,863,833	15,652,328
Farm Animal Excise Taxes	20	20
Total Taxes	**16,498,718**	**16,278,281**
Commonwealth of Massachusetts School Receipts		
School Aid Chapter 70	874,264	965,316
School Chapter 70 - Deaf & Blind		2,366
Transportation Chapter 76, Public Welfare		4,703
Metco Transportation 506 - Sec. 12 AB	146,553	119,969
Occupational Education Tuition Chap. 74, Sec. 10		24,452
Outside Vocational Transportation, Chap. 74, Sec. 8A	554	675
Vocational Educational Maintenance Chap. 74, Sec. 9		10,486
Public Transportation, Chap. 71, Sec. 7A	62,888	61,641
Public Law, Title II ESEA Media Grant		24,307
Special Education Grant Chap. 766	824,061	372,465
Title I ESEA Project Realization	38,458	24,847
Magnet I, Chap. 636, Sec. 8		3,980
Public Law 92-318 Self Help		16,870
Magnet Discovery	14,978	10,916
Public Law Title I, 874		130,623
Library Learning Research		3,667
Mental Retarded Special Needs		5,491
Educational Occupation, P.L. 90-576		20,181
Health, Education and Welfare, Refugees		1,800
Educational Administration, P.L. 91-527		50
Learning Disability Program		234
Educational Curricular Service, N.D.E.A.	5,543	
State Aid School Libraries	11,199	
Total Commonwealth of Mass. School Receipts	**$1,978,498**	**1,805,037**
Commonwealth of Massachusetts other receipts		
School Aid Building Assistance, Chap. 645	235,682	276,217
Real Estate Reimbursement, Disabled Vets	—	27,977
Massachusetts Lottery	104,879	161,637
Business Corporation Tax	22,685	1,225
Hawks and Peddlers, Chap. 101, Sec. 22	—	25
State Aid Public Libraries	11,156	11,156
Veterans Benefits	43,275	21,797
Civil Rights	—	100
Traffic Zone Lights Reimbursement	—	5,588
Waterlands Reimbursement, Commonwealth and Wellesley	655	1,307
Civil Defense Public Law 85-606	2,620	3,491
Dept. of Natural Resources - Ridge Hill Reservation	—	5,247
Public Law 864 - Title I	36,385	—
Highway Improvement, Chap. 58-5, Sec. 18B	—	67,199
Public Highways, Chap. 825, Sec. 4	129,553	25,200
Highway Funds, Chap. 81, Sec. 31	50,400	60,680
Anti-Recession Fiscal Assistance	50,140	—
Total Other State Receipts	**687,431**	**668,847**
Grants and Gifts - County		
Dog Licenses from Norfolk County	5,281	4,124
Dog Licenses Due County	6,893	8,938
Total Grants and Gifts - County	**12,174**	**13,063**
Fines and Permits		
District Court - North Norfolk	24,677	22,496
Permits and Licenses - Town Clerk	1,638	2,680
Liquor Licenses - Town Clerk	4,217	—
Total Fines and Permits	**30,532**	**25,176**
Special Assessments		
Motor Vehicle Excise	1,498,562	1,368,909
Added to Tax Bills:		
Sewer Betterments	13,453	24,665
Sewer House Connections Betterment	19,872	19,981
Sidewalk	11	11
Street	7,017	7,582
Paid in Advance and Unapportioned:		
Sewer	10,140	7,776
Sewer House Connections	22,715	24,462
Sidewalk	68	351
Street	2,260	2,428
Total Special Assessments	**1,574,098**	**1,456,164**
Departmental Receipts		
Assessors Metro Receipts	655	166
Board of Appeals Filing	840	1,190
Ridge Hill Rent	1,755	1,650
Building Dept:		
Building Fees	10,883	7,223
Building Occupancy Permits	358	525
Building Certificates	1,313	760
Gas Fees	500	505
Plumbing Fees	2,171	2,627
Wiring Fees	5,913	5,949
Miscellaneous	834	1,587
Fire Department:		
Telephone Returns	48	11
Health Department:		
Permits and Licenses	1,139	895
Dental Clinic	341	375
Other Clinics	1,914	1,592
Well Child Conferences	109	—
Housing Inspections	180	—
Miscellaneous Refunds	185	—
Glover Memorial Hospital:		
Accounts Receivable Services	5,031,593	4,670,668
Cafeteria	29,946	31,997
Miscellaneous	19,165	19,825
Needham Authority Lieu Taxes	2,880	2,880
Library:		
Fines	10,041	8,677
Lost Books and Registrations	735	558
Miscellaneous, Telephone and Outside Detail	949	438
Park Commission:		
Aquatic Programs	1,986	—
Pool Admissions	20,911	23,752

	FY 1977	FY 1976
Concession Rental	150	—
Arts and Crafts	678	432
Pottery	330	—
Photo Workshop	55	—
Community Softball League	3,525	3,055
Dance and Exercise	1,752	1,793
Hockey Instruction	1,352	—
Hockey Leaque	4,277	—
Skating Instruction	6,799	17,377
Outdoor Living Day Camp	2,928	3,341
Indoor Tennis	2,350	—
Tennis Instruction	3,860	8,397
Lighted Tennis Courts	2,217	—
Claxton Lighting	188	—
Mini Bikes	39	—
Vandalism Reimbursement	35	—
Other Recreation	—	293
Planning Board:		
Filing Fees	—	81
Ambulance Service	15,498	9,296
Police:		
Bicycle, Gun Permits and Identification Cards	629	1,559
Accident Reports	577	—
Public Works:		
Tin Can Recycling	571	178
Deposits on Contracts	—	15
Sale of Scrap Iron	728	948
Refuse Collection	22,553	18,347
Newspaper Recycling	4,246	3,928
Street Occupancy Permits	113	22
Maps and Assessors Plans	66	98
Sewer Construction Reserve	3,236	—
Gasoline Refunds	460	—
Street Signs	111	112
Sewer Cleaning	275	3,400
Miscellaneous	12	—
Parking Meters on Street	8,720	10,585
Parking Meters off Street	2,947	5,436
Parking Meters Heights	3,632	3,153
Parking Meters Chestnut Street	1,784	—
Parking Meter Chapel Street	1,163	1,163
Parking Meters Lincoln Street	1,090	—
Damage to Hydrants	—	1,023
Water Receipts:		
Water Rates #90	879,596	722,878
Water Land Rent #91	11,622	11,733
Water Filling Containers #92	1,268	463
Water Mains #93	642	1,629
Water Meters #94	501	723
Water Service #95	15,615	15,768
Water Fire Services #96	1,710	1,750
Water Hydrants #97	2,574	231
Water Penalties #98	123	25
Water Liens	13,644	8,227
Water Receipts in Escrow	—	2,000
School:		
Adult Evening Education	29,576	24,808
Tuition From Towns	6,220	3,802
Tuition From Individuals	—	537
Summer School	18,948	10,474
Telephone, Breakage, Bus Service	1,360	224
Garage Sale	1,646	—
Sealer of Weights and Measures:	522	849
Selectmen-Identification Cards	212	230
Newman Jr. High School Outdoor Education	690	—
Town Clerk:		
Dog Licenses Due Town	1,056	1,044
Fish and Game Fees	211	257
Marriage Intentions	916	1,229
Mortgages, Recording and Discharges	1,329	2,140
Business Certificates	106	1,212
Abstracts	544	—
Copy of Record	127	—
Tax Liens	150	—
Pole Locations	24	—
Sale of Maps	120	—
Sale of Zoning Maps	115	—
Sale of Zoning By-Laws	138	—
Sale of Street Lists	913	—
Certified Copies	2,846	2,382
Miscellaneous	18	—
Treasurer and Tax Collector:		
Municipal Liens	3,880	3,444
Dissolving Betterments	176	132
Redemption Tax Titles Interest and costs	—	88
Tailings	2,637	—
Youth Commission:		
Special Donations	100	—
Total Departmental Receipts	**6,248,163**	**5,696,365**
Special School Revolving Funds		
Athletic Funds Receipts	16,698	10,325
School Cafeteria Receipts	309,554	314,628
United States Dept. of Agriculture Claims	139,616	130,727
Total Special Revolving Funds, Schools	**465,868**	**455,681**
Invested Funds		
Certificates of Deposits-General Funds	46,772,077	51,380,162
Treasury Bills	3,594,050	—
Revenue Sharing Cash-Federal Gov.	362,022	607,214
Revenue Sharing-Fire and Police Approp.	400,000	400,000
Revenue Sharing Interest Earned	29,083	6,606
Glover Memorial Hospital-Constr. Loan	2,120,000	—
Premium on Bonds	2,862	—
Accrued Interest on Bonds	8,475	—
Glover Memorial Hospital Loan	300,000	—
Interest Earned General Funds	165,573	197,642
South Shore National Bank - Savings	104,000	—
State House Notes	—	130,000
Revenue Sharing-Cert. of Deposit	—	1,805,134
Total Invested Funds	**53,858,143**	**54,526,758**
Interest:		
Motor Vehicle Excise	—	300
Personal and Real Estate	13,688	11,436
Sewer Committed Interest	2,632	3,616
Committed Interest	7,403	7,353
Betterments Paid in Advance and Unapportioned	—	25
Sewer Betterments Interest Paid in Advance	—	15
Total Interest	**23,723**	**22,744**
Demand Charges		
Motor Vehicle Excise	2,947	2,331
Personal and Real Estate	—	660
Total Demand Charges	**2,947**	**2,991**
Trust Funds		
Glover Memorial Hospital - Permanent Donation Fund	51,444	80,318
Other Trust Funds Principle and Income	39,829	97,395
Total Trust Funds	**91,273**	**177,713**

	FY 1977	FY 1976
Agency Accounts		
Withheld from Employees:		
Blue Cross-Blue Shield - General	489,559	325,991
Blue Cross-Blue Shield - EGR	1,476	1,534
Basic Group Insurance	14,767	14,353
Optional Group Insurance	14,560	15,394
Federal Withholding Taxes	2,677,359	2,431,304
State Withholding Taxes	814,627	723,793
Fire Tax Sheltered Annuities	5,533	5,111
Firemens Dues	7,244	7,291
Glover Memorial Hospital Annuities	20,995	29,392
Police Tax Sheltered Annuities	1,280	1,415
Public Works Tax Sheltered Annuities	3,795	2,875
School Tax Sheltered Annuities	164,202	111,790
School Custodian Union Dues	3,717	3,641
School Teachers Dues	41,190	36,714
School M.T.A. Credit Union	97,038	65,613
School Teachers Retirement	394,529	361,883
Fire Outside Paid Detail	1,459	1,448
Police Outside Paid Detail	57,625	60,507
School Outside Paid Detail	5,268	824
Retirement Board Salaries	3,000	1,250
Suburban Credit Union	386,627	299,051
Glover Memorial Hospital Meals Tax	2,410	—
Total Agency Accounts	**5,208,261**	**4,501,172**
Refunds:		
Employers Group Blue Cross Dividend	160	39,275
Employees Group Blue Cross Dividend	—	39,275
Previous Years Refunds	8,738	48,684
Optional Group Dividend	—	5,769
Gredits to Appropriation Accounts	108,076	408,513
Trust Funds	—	8,749
Reimbursement Retirement Pensions	6,017	—
Group Life Insurance Dividend	2,391	—
Total Refunds	**125,382**	**550,264**
TOTAL RECEIPTS	**89,725,556**	**87,533,491**

Appropriations Expenditure Schedule

Fiscal Year 1977 and Fiscal Year 1976

	FY 1977	FY 1976
General Government		
Accounting Salaries, Expenses and Travel Out of State	67,440	64,737
Assessors Salaries, Expenses, Travel Out of State and Capital Outlay	74,807	79,920
Board of Appeals Salaries and Expenses	2,302	2,610
Building Salaries and Expenses	60,485	56,472
Civil Defense Salaries, Expenses and Capital Outlay	12,292	13,871
Conservation Commission Expenses and Salaries	376	477
Council on Aging Salaries and Expenses	19,368	17,089
Data Processing Salaries and Expenses	84,490	77,865
Finance Committee Salaries and Expenses	3,248	3,126
Dog Officer Salary, Expenses and Capital Outlay		15,189
Legal Salaries and Expenses	36,030	26,660
Personnel Board Salaries and Expenses	24,778	22,993
Planning Board Salaries, Expenses and Technical Assistance	30,363	33,125
MBTA Planning Commission	445	
Registrars Salaries, Expenses and Canvassers and Tellers	43,743	35,278
Sealer of Weights and Measures Salary and Expenses	4,546	4,325
Selectmen's Salaries, Expenses and Town Meeting Expense	39,792	32,346
Town Hall Switchboard Salaries and Expenses	39,672	39,172
Town Clerk Salaries, Expenses and Travel Out of State	38,264	35,899
Electrical Voting Machine Art. 24/75		28,958
Town Hall and Grounds Salaries, Expenses and Capital Outlay	52,718	40,630
Treasurer and Tax Collector Salaries and Expenses	70,048	69,088
Veterans Services		
Salaries and Expenses	16,695	15,999
Benefits Assistance	50,898	86,994
Youth Commission Salaries, Expenses and Capital Outlay	59,814	57,731
Total General Government	**832,613**	**860,553**

	FY 1977	FY 1976
Protection of Persons and Property		
Fire Department		
Salaries and Travel Out of State	1,090,738	1,016,299
Equipment and Supplies	16,603	16,730
Building and Equipment Maint.	27,803	27,544
Fire Services and Medical Expenses	4,584	6,159
Replace Engine 7 Art. 37/75	54,521	
Capital Outlay	5,000	18,174
Fire Salaries and Revenue Sharing	220,000	240,000
Fire Outside Detail	1,728	1,448
Fire Alarm Department		
Salaries	30,259	27,492
Expenses and Equipment Maint.	15,767	13,621
Police Department		
Salaries	845,774	761,748
Police Salaries from Revenue Sharing Fund	180,000	160,000
Uniform and General Operating Expenses	27,486	29,821
Communications and Signal System	8,486	8,220
Capital Outlay	57,000	27,085
Auto and Building Maint.	51,038	55,030
Police Outside Detail	57,833	60,279
Police Equipment Acquisition	24	
Police Dept. Crime Check Comm.	575	
Total Police and Fire	**2,695,218**	**2,469,649**
Health and Sanitation		
Health Dept. Salaries and Expenses	88,880	86,950
Mental Health Salaries and Expenses	23,771	23,452
Garbage Collection	60,000	60,000
Dental Clinic Salaries and Expenses	13,074	12,563
Health Travel Out of State	118	
Health Capital Outlay	3,726	
Total Health Expenses	**189,570**	**182,965**
Public Works		
Administration Salaries, Expenses and Travel Out of State	81,443	75,312
Engineering Salaries and Expenses	166,055	158,352
Forestry Salaries and Expenses	106,523	131,612
Mosquito Control Salaries and Expenses	2,500	2,500

	FY 1977	FY 1976
Garage and Equipment Salaries and Expenses	143,859	134,680
Equipment Replacement	84,000	77,000
Highway Salaries and Expenses	449,489	414,905
Highway Repairs	6,000	5,000
Parking Meter Maint. Salaries	7,350	7,000
Reconstruction Various Ways 20/77	272	5,000
Chap. 90 and Street Betterment Construction		
Lincoln Street Parking Lot Art. 35/75	1,037	15,963
Parking Center Systems, Chestnut St.		7,500
Chestnut Street Parking Lot Art. 34/73		
Chestnut Street Parking Lot Art. 35/72		
Chap. 835, Art. 1974, Sec. 4, Art. 36/75		38,670
Chap. 1140 Acts of '73 35/74	5,183	20,376
Chap. 679 Act of 1965 Art. 20/68		
Newman Parking Lot Art. 27/76	25,954	
Dwight School Zone Art. 35/74		1,742
Chapel Street Parking 26/77	6,318	
Water Mains Extensions and Services	39,994	
Chap. 825, Acts of '74 Sec. 36/75	11,730	
Disposal Area Tax 24/77	10,509	
Sewer Salaries and Expenses	332,632	313,553
Sewer House Connection	13,990	14,000
Storm Drain Construction Art. 29/75 and Art. 22/77	13,756	13,912
Sewer Const. Art. 27/77 and 28/75	37,067	40,933
Emergency Salaries and Expenses	161,519	165,997
Rep. West Pumping Station Art. 30/75	1,950	
Standby Power Reservoir Pumping Station	714	4,787
Replacements Pumps Art. 30/73	427	2,185
Water Salaries and Expenses	374,051	353,514
Water Main Relaying Art. 18/75, 30/74, 31/73	66,556	34,986
Birds Hill Standpipe Art. 29/72	2,900	20,699
Charles River Station Art. 33/73	1,294	10,184
Charles River Well Art. 2/74		27,189
Grounds Salaries and Expenses	166,937	121,808
Grounds Capital Outlay	35,043	21,270
Morris Farm	2,603	6,289
Anti Recession Title II	50,072	
Total Public Works Expenses	**2,409,724**	**2,246,917**
Glover Hospital		
Salaries	3,146,190	2,934,319
Expenses and Travel Out of State	1,419,414	1,318,917
Capital Outlay	54,685	136,688
X-Ray		76,466
Glover Memorial Hospital Art. 3/74	11,900	12,886
Glover Hospital Construction	542,176	
Total Hospital Expenses	**5,174,366**	**4,479,276**
School		
School Outside Detail	5,268	760
School Salaries	9,390,557	8,777,472
School Administration	26,830	21,053
School Instruction	459,233	389,147
Other School Services	61,921	54,617
School Cafeteria Salaries and Expenses	507,277	517,358
Public Transportation	211,696	200,231
School Athletic Association Expenses	18,087	8,027
Metco Chap. 506	148,776	133,052
Operation of Plant	737,103	674,406
Community Service	44,679	44,941
Acquisition of Fixed Assets	44,437	36,949
Programs with other Systems		96,044
Travel Out of State	5,344	4,000
Summer School Salaries	22,745	20,664
Stephen Palmer Maintenance	13,778	11,698

	FY 1977	FY 1976
Adult Evening Education Salaries and Expenses	27,359	22,553
Magnet IV Outdoor Disc.	13,573	
Title II ESEA Grant	323	12,796
Title I Special Project Realization	21,120	24,847
School Capital Outlay	53,441	73,961
Survival Math		5,342
Project Self Help		15,976
Title II Media Center		306
Title I ESEA	39	
Title II ESEA Library		576
H.E.W. Refugee	1,800	
Public Law 864 Title III		596
Palmer Study Committee		766
Magnet Education Program II	8	1,111
Magnet Education Program III		1,779
Magnet Discovery	4,437	10,607
Magnet Education Program I		3,990
Title IV P. L. 93-380	3,667	
P. L. 91-512, Health, Educ. and Welfare	7,640	523
Hillside School Add. Art. 1/68	496	
Mitchell School Add. Art. 1/68	664	
Pollard Jr. High Add. Art. 1/69	305	
Vocational School Dist. Art. 49/74	252	849
Carter School Add. STM 1/70	2,741	
Newman Jr. High Outdoor Study Committee	237	761
Needham High Reference Room 502	480	1,922
Chapter 766 Special Education Salaries and Expenses		338,144
Public Law 874 Title I	11,271	1,804
School Tuition Other Districts	156,286	
School Media Study Committee		30,000
School Media Center Art. 47/74		498
Title II Special Purpose Grant Jr. High		3,395
Public Law 90576-73		386
TOTAL SCHOOL EXPENSES	**12,003,866**	**11,543,907**
Library		
Library Salaries	250,339	243,201
Library Buildings	1,368	1,151
Books and Periodicals	61,983	61,779
Building Maintenance	30,076	25,112
Supplies and Expenses	17,583	17,223
Library Branch Rent	3,300	3,000
Library Travel Out of State	—	457
John B. Tolman Fund	1,349	1,824
W.H. Wye Fund	—	460
Library Outside Detail	853	—
Total Library Expenses	**366,849**	**354,207**
Park & Recreation		
Park & Recreation Salaries	138,839	133,941
Expenses	52,702	47,694
Rosemary Lake Bathhouse Art. 50/74	454	—
Capital Outlay	4,449	4,500
Engineering Services	845	1,000
Rosemary Lake Bath Art. 5/74	—	—
Bikeway System Art. 33/77	4,512	—
Rosemary Parking	—	1,653
Memorial Park Expense	486	652
Total Park & Rec. Expenses	**202,286**	**189,440**
Annuities and Pensions		
Haddock & McLeod Annuities	3,600	3,600
Non-Contributory Annuities Ch. 32	139,798	130,554
Contributory Retirement Appropriation	829,848	645,969
Retirement Board Expenses	3,500	4,750
Total Annuities & Pension Expenses	**976,746**	**784,873**

	FY 1977	FY 1976
Insurance and Blue Cross		
Town Schedule Insurance	179,705	75,747
Blue Cross & Group Insurance Basic & Optional	432,208	426,006
Self Insurance Loss Fund	101,514	81,572
Self Insurance Property Damage	6,156	2,663
Total Insurance & Blue Cross	**719,583**	**585,988**
Municipal Indebtedness		
Funded Debt Principal	805,000	910,000
Funded Debt Interest	120,345	149,914
Fiscal Cycle Loan Principal	310,000	310,000
Fiscal Cycle Loan Interest	16,895	33,790
Temporary Loan Interest	3,861	—
Total Municipal Indebtedness	**1,256,101**	**1,403,704**
Special Town Meeting Articles/Misc.		
Memorial Day Expenses and Care of Soldiers Graves	1,800	2,688
Town Report	4,850	4,111
Bicentennial Commission Art. 3/74	2,597	8,849
Low Income Housing	9	142
Selectmen's Unclassified Microfilm	128	2,949
Historical Commission	361	—
Study Protection Persons & Prop. STM	91	—
School Committee Cons. STM 1/71	125	—
Street Lighting	132,350	122,176
Selectmen's Advertising	56	—
Uniform Service Medical	12,102	—
Intra Bus Service	22,252	—
Purchase of Land (Bradley & Nuey)	—	15,267
Total Special Town Meeting	**176,720**	**156,184**
County & State Assessments		
State Tax and Assessments	—	76,916
Norfolk Couty Tax '77	673,016	476,190
Norfolk County Hospital '77	81,500	67,237
Audit of Retirement System	3,812	484
Metropolitan District - Parks	394,715	439,739
Metropolitan District - Sewers	239,968	239,732
Metropolitan District - Water	92,528	86,893
Mass. Bay Transportation Authority	394,163	371,830
Motor Vehicle Excise Bills	3,959	2,947
Government Retirees Group Insurance	6,298	3,379
Metropolitan Area Pollution Control	2,524	2,404
Metropolitan Area Planning Council	4,284	4,462
Norfolk County Mosquito Control	16,633	12,692
Norfolk County Tax 1976	85,751	—
Norfolk County Hospital 1976	12,904	—
Total County & State Assessments	**2,212,054**	**1,784,904**
Agency Accounts		
Blue Cross-Blue Shield Payments from Employees	422,034	340,411
Basic Group Life Insurance Payments from Employees	14,705	30,054
Federal Withholding Taxes from Employees	2,672,428	2,431,740
State Withholding Taxes from Employees	811,331	723,272
Teachers Retirement Deductions	394,536	367,109
Employees' Union Dues	—	47,646
Employees' Credit Union	373,929	359,084
Employees' Annuities	—	141,680
Dog Licenses Due County	9,371	6,135
Meals Tax	2,596	39
Optional Life Insurance Payments from Employees	14,531	—
Mass. Teachers Assoc. Credit Union	97,038	—
School Custodian Dues	3,717	—
Glover Memorial Hospital Annuities	22,202	—
E.G.R. Blue Cross	1,362	—
Firemen's Union	7,244	—
Public Works Annuities	4,160	—
Police Annuities	1,200	—
Teachers Dues	41,190	—
School Annuities	157,415	—
Firefighters Annuities	4,125	—
Total Agency Accounts	**5,055,113**	**4,447,171**
REFUNDS	97,558	151,072
TRUST FUND PAYMENTS	94,066	93,476
Invested Funds by Treasurer		
Certificates of Deposit	47,040,835	50,548,134
U.S. Treasury Bills	3,594,130	—
Certificates of Deposit - Revenue Sharing	191,218	1,922,818
Savings Bank	125,608	—
Total Funds Invested	**50,951,791**	**52,470,953**
TOTAL DISBURSEMENTS	85,414,226	84,205,238
General Cash on Hand June 30, 1977	3,677,807	2,920,347
Investments Savings Account	238,448	—
Federal Revenue Sharing - June 30, 1977	395,076	408,005
Total Disbursements & Cash on Hand	**89,725,556**	**87,533,591**

DEBT STATEMENT

Amounts Due for Principal and Interest
July 1, 1976 - June 30, 1977

	Principal Outstanding 6/30/77	Principal Paid 1976-77	Principal Outstanding 6/30/77	Interest Due 1976-77
Sewer Construction 1949-1979	20,000	5,000	15,000	306
* Wm. Mitchell School Add. 1958-1978	45,000	15,000	30,000	1,013
* Hillside School Add. 1959-1979	140,000	35,000	105,000	4,165
Library Addition 1959-1979	80,000	20,000	60,000	2,380
* Newman Jr. High Add. 1960-1979	480,00	120,000	360,000	13,650
* Senior High School Add. 1965-1980	800,000	160,000	640,000	23,040
Glover Mem. Hospital 1965-1980	300,000	60,000	240,000	8,640
* Wm. F. Pollard Jr. High Add. 1969-1979	640,000	160,000	480,000	34,720
* William Carter School 1971-1981	350,000	70,000	280,000	13,750
* Birds Hill Water Tank 1972-1980	180,000	40,000	140,000	6,720
Ridge Hill Reservation 1974-1979	200,000	75,000	125,000	8,500
Fiscal Cycle Loan 1974-1977	310,000	310,000		16,895
State House Notes 1976-1979	130,000	44,000	86,000	5,122
Glover Mem. Hospital Add. 1977-1997	2,120,000		2,120,000	
TOTAL	**5,795,000**	**1,114,000**	**4,681,000**	**138,900**

* Outside Debt Limit

Balance Sheet

June 30, 1977

ASSETS

Cash

701 Checking Account		$ 3,677,807
702 Investments Savings Account		238,448
703 Certificates of Times Deposits		2,500,000
705 Petty Cash Advances		2,397
950 Revenue Sharing Cash		107
951 Revenue Sharing - Certificates of Deposit		394,969

Taxes

Levy of 1971		
758 Personal Property	415	
771 Real Estate	813	
Levy of 1972		
759 Personal Property	1,696	
706 Real Estate	500	
Levy of 1973		
707 Real Estate	56	
Levy of 1974		
701 Personal Property	11,042	
708 Real Estate	2,355	
Levy of 1975		
712 Personal Property	14,675	
709 Real Estate	5,801	
Levy of 1976		
941 Personal Property	12,228	
940 Real Estate	21,205	
Levy of 1977		
942 Personal Property	28,941	
943 Real Estate	115,107	
Total Personal Property and Real Estate Taxes		214,834

Motor Vehicle Excise Levies

714 Levy of 1970	2,501	
715 Levy of 1971	13,624	
716 Levy of 1972	28,924	
717 Levy of 1973	35,664	
718 Levy of 1974	58,390	
719 Levy of 1975	69,979	
710 Levy of 1976	132,493	
720 Levy of 1977	494,825	
Total Motor Vehicle Excise Levies		836,400

Special Assessments

Sidewalk		
722 Unapportioned	56	
Sewer		
732 Unapportioned	21,174	
Added to Taxes:		
731 Levy of 1975	660	
761 Levy of 1976	191	
764 Levy of 1977	323	
Total Sewer	22,348	
Sewer Committed Interest		
Added to Taxes:		
742 Levy of 1973-74	12	
743 Levy of 1975	9	
734 Levy of 1976	21	
765 Levy of 1977	148	
Total Sewer Committed Interest	190	
Sewer House Connections		
737 Unapportioned	43,453	
Added to Taxes:		
735 Levy of 1973-74	98	
736 Levy of 1975	808	
760 Levy of 1976	376	
762 Levy of 1977	758	
Total Sewer House Connections	45,493	
Street		
Added to Taxes:		
725 Prior Years Taxes	21	
726 Levy of 1975	1,013	
724 Levy of 1976	18	
766 Levy of 1977	748	
Total Street Assessments	1,800	
Committed Interest		
Added to Taxes:		
739 Levy of 1972	2	
740 Levy of 1973	6	
730 Levy of 1977	48	
Total Committed Interest	56	
Total Special Assessment Betterments		69,943

Departmental Accounts Receivable

751 Assessors A/R	167	
752 Glover Memorial Hospital A/R	661,688	
753 Police Ambulance A/R	23,425	
755 Public Works A/R	367	
756 School A/R	3,318	
757 Veterans Aid and Pensions	28,095	
Total Departmental Accounts Receivable		717,059
749 Taxes in Litigation	24,254	
747 Tax Titles and Possessions	10,755	35,010

Water

Liens Added to Taxes:		
746 Levy of 1975	277	
750 Levy of 1976	3,046	
763 Levy of 1977	2,106	
780 Water Rates	137,466	
782 Water Filling Containers	48	
783 Water Mains	306	
784 Water Meters	98	
785 Water New Services	124	
786 Water Fire Services	2,349	
781 Water Land Rent	(25)	
Total Water		145,795

Highway Construction

769 Chap. 90 Contract #28264 State	3,400	
770 Chap. 90 Contract #28264 County	6,800	
773 Chap. 90 Contract #28267 State	50,368	
774 Chap. 90 Contract #27600 County	4,648	
775 Chap. 90 Contract #27600 County	495	
776 Chap. 765 - Acts of 1972 Sec. 4 Art. 35/73	173,854	
777 Chap. 90 Construction 1973	64,118	303,683
858 Land Damages Central Avenue - Court Judgement	2,993	
876 Vacations Paid in Advance	20,718	
884 Federal Withholding Taxes	1,175	

889	Teachers Retirement	949	
890	Teachers Credit Union	386	
899	Suburban Credit Union	220	
821	Revenue 1978	26,887,606	26,914,048
	Total Assets		**$36,050,499**

Liabilities, Reserves and Surplus

Employee's Payroll Deductions

880	Blue Cross - Blue Shield	17,987	
881	Elderly Government Retirees	1,077	
885	Massachusetts Withholding Taxes	1,172	
886	Firemen's Union Dues	346	
887	School Annuities	25,647	
888	Hospital Annuities	1,471	
891	School Custodian Dues	290	
892	Meals Taxes - Hospital	308	
895	Teachers Dues	107	
896	Police Annuities	100	
897	Firefighters' Annuities	1,960	
898	Public Works Annuities	649	51,113

Agency

910	Dog Licenses Due County		193

Receipts Reserved for Appropriation

819	Revenue Sharing Funds P.L. 92-512	395,076	
822	Dog Licenses from County	5,424	
823	Parking Meters - All funds	104,534	
867	Sewer Construction Reserve	51,454	
829	Blue Cross-Blue Shield Town Share	193	
831	Ridge Hill Reservation	52,718	
807	Public Library Assistance - School	11,199	620,597

Revenue Reserved Until Collected

791	Committed Interest Revenue	56	
792	Motor Vehicle Excise Revenue	836,400	
794	Departmental Revenue	717,059	
795	Sewer·Assessment	22,348	
796	Sewer Committed Interest Revenue	190	
797	Sewer House Connections Revenue	45,493	
798	Sidewalk Assessment Revenue	56	
799	Street Assessment Revenue	1,800	
810	Water Revenue	145,795	
812	Street and County Aid to Highway Revenue	303,683	
814-815	Tax Titles and Possessions Revenue	10,756	
816	Taxes in Litigations Revenue	24,254	2,107,890
828	Reserve for Uncashed checks		4,317
853	Premium on Bonds		2,862
854	Accrued Interest on Bonds		8,475
901	Advance Payment on Blue Cross		56,387
870	Overlay 1970	875	
871	Overlay 1971	1,717	
877	Overlay 1976	2,890	
874	Overlay 1975	2,218	
878	Overlay 1977	130,983	138,683
875	Reserve for Petty Cash Advances		2,397

Unexpended Appropriation Balances Carried Forward

022	Assessors Expenses	16,000
135	Planning Board Technical Assistance	1,800
136	M.B.T.A. Planning	9,614
215	Youth Commission Donations	100
265	Police Department Crime Check Committee	305
346	Newman Parking Lot Art. 27/77	9,046
347	Chap. 679, Acts of 1965, Art. 20/68	52,025
348	Chap. 90 Construction, Art. 19/72	13,600
349	Reconstruction Various Ways Art. 20/77	4,728
351	Chapel Street Parking Lot Art. 26/77	3,682
354	Chap. 90 Construction Art. 19/72	12,505
358	Disposal Area Facility, Art. 24/77	8,491
368	Replace Pump Equipment, Art. 30/75	9,050
375	Storm Drain Construction, Art. 22/77	6,392
378	Standby Power Reserve Street Sewer, Art. 29/75	2,337
379	Replace Pumps, Art. 30/73	988
389	Charles River Station, Art, 33/73	2,081
390	Charles River Station Art. 2/74	13,414
391	Water Mains Relaying, Art.23/77	23,444
415	Capital Outlay 1977	9,524
416	Anti-Recession, Title II	68
454	Hospital Capital Outlay	164,979
457	Glover Memorial Hospital Construction Addition	1,577,824
471	School Cafeteria Salaries	13,413
482	School Athletic Association	1,856
483	Metco Chapter 506	12,992
492	Stephen Palmer Maintenance	524
496	Magnet IV, Outdoor Discovery	1,405
497	Title II, E.S.E.A. Grant	7
498	Education Curriculum Service N.D.E.A.	5,543
499	Title I, Special Project Realization	17,338
500	School Capital Outlay	84,629
501	Survival Math Project	149
502	Project Self	894
504	Title II, Media Center	4
506	Title II, E.S.E.A. Grant, Jr. High School	6
509	Public Law 864, Title III	983
511	Stephen Palmer Study Committee, Art. 5/75	2,234
514	Magnet Discovery	258
517	Magnet Education Program	80
518	Public Law, Title II, E.S.E.A.	3
519	Public Law 91-512	139
520	Future School Needs Committee	236
521	Hillside School Addition, STM, Art. 1/68	199
522	Mitchell School Addition, STM, Art. 2/68	336
524	School Media Center, Art. 47/74	1,302
525	Vocational School District, Art. 49/74	400
527	Newman Jr., Outdoor Educational Study	1,561
528	Needham High Reference Room 502	4,420
530	Public Law 874, Title I	168,738
539	Library, J.B. Tolman	952
540	Library, W.H. Wye	47
541	Library Outside Detail	48
556	Rosemary Bathhouse, Art. 5/74	3,125
558	Bikeway System, Art. 33/77	8,488
576	Public Safety, Art. 32/77	18,900
577	Transportation Committee, Art. 62/61	200
581	Low Income Housing Committee, Art. 63/72	2,255
584	Historical Study Committee	139
586	Solid Waste Disposal Committee, Art. 50/71	200
587	Study Protection of Persons and Property, Art. 59/74	1,409
596	Rosemary Lake, STM, Art. 1/71	395

602	School Committee Consultants STM, Art. 1/70	1,652	
606	Future School Needs Consultants, Art. 2/71	2,880	
619	Self Insurance Loss Fund	2,705	
620	Self Insurance Property Damage	3,325	
627	Intra Bus Service - Mini Bus Service	27,748	
Overestimates:			
640	State Tax and Assessments	67,857	
641	Norfolk County Tax, 1977	68,393	
	Total Unexpended Balances Carried Forward		$ 2,472,365
875	Reserve Fund Overlay Surplus		123,704
860	Surplus Revenue		1,101,545
952	Appropriation Control 1978		29,359,971
Total Liabilities, Reserves and Surplus Revenue			**$36,050,499**

DEFERRED REVENUE SCHEDULE

June 30, 1977

Due	Sewer	Sewer House Connection	Sidewalk	Street
1976		61	11	
1977	9,605	16,146	11	6,750
1978	8,968	14,906	11	6,470
1979	7,289	13,461		5,958
1980	5,432	11,571		5,683
1981	3,064	10,319		5,683
1982	2,868	7,844		5,416
1983	1,725	5,761		2,534
1984	1,535	3,456		
1985		2,114		
1986		(136)		
TOTAL	**40,484**	**85,502**	**33**	**38,494**

INVESTMENT FUNDS AND TRUST FUNDS

Balance Ending June 30, 1977

956	Council on Aged Perm. Donation Fund	288
958	Martha Ann Barr Fund	563
959	Horace A. Carter Fund	2,954
960	Dwight School Fund	6,711
961	Helen DeM Dunn Library Fund	2,363
962	Helen DeM Dunn Hospital Fund	129,770
963	T. Otis Fuller Fund	13,558
964	Myer Greenwood Library Fund	13,699
965	G. Burke School Fund	935
966	Adeline E. Harris Hospital Fund	366
967	Mary Virginia E. Hill Fund	913
968	Glover Hospital Perm. Donation Fund	150,727
969	Langdon R. Hooper Hospital Library Fund	325
970	Lyon Free Bed Fund	11,268
971	Needham Public Library Perm. Donation Fund	543
972	Mary J. Millet Hospital Fund	15,147
973	Mary E. Mosely Hospital Fund	8,574
974	William G. Mosely Scholarship Fund	5,264
975	Needham Cemetery Fund	1,521
976	Needham Military Band Fund	1,754
977	Park & Recreation Fund	321
978	J. Walter Schirmer Fund	17,620
979	Thomas Sutton Hospital Fund	3,771
980	John B. Tolman Library Fund	53,192
981	John B. Walker Hospital Fund	8,300
982	Samuel H. Wragg Hospital Fund	11,743
983	William H. Wye Library Fund	1,212
984	John C. Wood Library Fund	2,069
985	Dr. William Mitchell Hospital Fund	1,567
986	Agnes H. Regan Hospital Fund	61,329
987	Laura Willgoose Fund	96,969
988	Estate of G. Sidell Trust Fund	1,118
989	Francis Whitney Fund	1,947
990	William H. Carter Fund Cash and Securities	5,032
	Total Trust Funds	**633,433**
957	Conservation Commission Investment Fund	38,463
	Total Investment and Trust Funds	**671,895**

FY 77 Personnel Services Costs

Message from the Board of Selectmen

The list which follows depicts the actual dollars expended by each town department for the year beginning July 1, 1976 and ending June 30, 1977 for the personal services of its employees. In developing the list, the Board chose to display the costs by category of employee to give an overall picture of the structures of the various departments and the distributions of funds within the structure.

A brief explanation of the headings is in order.

Number of Personnel (No.) refers to the actual number of employees that worked in a specific category during FY77. It includes full-time and part-time permanent and temporary personnel as well as seasonal employees.

Full-time Equivalency (FTE) refers to the number of full-time positions which would exist if part-time and temporary positions were counted as a fraction of a full-time position. Example: Four, ten-hour/week part-time positions is equivalent to one full-time position.

Regular Compensation is the amount of money expended for salaried and hourly wage positions prior to expenses for overtime and other compensation.

Overtime Compensation is the amount of money expended in excess of regular compensation at an hourly rate greater than an employee's regular hourly rate.

Other Compensation is the amount of money expended which is neither regular nor overtime compensation. Few departments utilize this category. Generally, it refers to compensation of employees paid by another department (e.g. to a police officer by the School Department for an off-duty detail). In most, if not all cases, compensation of this sort is at an overtime rate. *(See the footnotes accompanying the list for detailed explanations.)*

Salaries for Fire Department

	No.	FTE	Regular	Overtime	Other*	Total
Administrative						
Chief	1	1	26,543		1,299	27,842
Deputy Chief	4	4	72,029	16,468	5,372	93,870
Clerical	1	1	9,354		2	9,356
Total	6	6	107,926	16,467	6,673	131,067
Firefighters						
Captains	2	2	30,598	6,270	2,390	39,258
Lieutenants	6	6	84,023	20,367	7,443	111,834
Firefighters	66	66	773,832	190,990	58,348	1,023,170
Call Men		8	6,332		150	6,482
Total	74	82	894,785	217,627	68,332	1,180,743
Maintenance			28,664	1,954	60	30,678

* Other pay includes: holidays, college credit, education incentive, regular salary year-end adjustment, regular pay adjustment such as mid-week retroactive pay raise.

Salaries for Police

	No.	FTE	Regular	Overtime	Other*	Total
Chief	1	1	25,469		1,242	26,711
Lieutenants	3	3	51,794	6,648	4,790	63,232
Sargeants	7	7	108.997	18,939	9,460	137,396
Officers	40	40	519,100	100,042	40,935	660,077
Special		11	40,336	6,672	4,408	51,416
Total	51	62	745,695	132,302	60,836	938,832
Dog Control	1	1	11,389	35	368	11,791
Clerical	3	3	12,308		1,425	13,734
Maintenance	1	1	11,859	2,056	62	13,977
Total	4	4	35,556	2,091	1,854	39,502

* Other includes: Remuneration from interdepartmental details, holiday pay and special assignment stipends.

Public Works Department

	No.	FTE	Regular	Overtime	Other*	Total
Director	1	1	27,215			27,215
Engineer & Asst. Dir.	1	1	22,171			22,171
Forestry Supt.	1	1	16,427		586	17,013
Highway Supt.	1	1	19,710			19,710
Sewer Supt.	1	1	19,829			19,829
Water Supt.	1	1	19,456			19,456
Ass't Town Eng.	1	1	18,380			18,380
Civil Eng. (IV)	1	1	16,940			16,940
Civil Eng. (III)	4	4	59,491		3,309	62,799
Civil Eng. (II)	2	2	27,620			27,620
Clerical	5	4	41,777		43	41,820
Gen. Foreman	3	3	48,633			48,633
Garage & Equip. Supvr.	1	1	16,366			16,366
Mechanics	4	4	50,233	9,363	569	60,165
Pumping Station Operator	2	2	24,482	3,267		27,750
Shovel Oper.	4	4	51,151	9,900		61,050
Work. Foreman	14	14	182,682	19,935	579	203,197
Heavy Motor Equip. Opr.	17	16	191,063	26,751		217,815
Craftsman	18	16	211,962	26,909		238,872
Maintenance	9	8	98,289	12,607		110,897
Tree Climber	2	2	22,083	2,035		24,118
Laborer	9	8	63,484	9,097		72,581
Dispatcher	2	1	16,819			16,819
Meter Reader	1	1	11,493	366		11,859
Sub-Total	105	98	1,277,759	120,232	5,086	1,403,077
Perm-Part-Time						
NE Students	7	2	11,883			11,883
Temp.	34	24	30,519	790		31,309
CETA	6			1,462		1,462
Total	152	124	1,320,161	122,483	5,086	1,447,730

* Other includes: Compensation from other town departments for work as Coaches, Special Police Officers, Election Tellers, Stipends, Sick Leave Back Pay, Longevity Payment.

General Government Administration

	No.	FTE	Regular	Overtime	Other*	Total
Elected Oficials						
Selectmen	5	0.5	6,575			6,575
Town Clerk	1	1	14,641		997	15,638
Assessors	3	3	30,369			30,369
Total	9	4.5	51,585		997	52,582

* Other includes: Remunation as ex-officio Registrar of Voters.

Administration

	No.	FTE	Regular	Overtime	Other*	Total
Comptroller	1	1	18,816		1,508	20,324
Assistant Comptroller	1	1	13,813		1,007	14,820
Treas./Tax Collector	1	1	17,300		524	17,824
Personnel Direc.	1	1	19,456		600	20,056
Town Counsel	1	.75	20,142		7,038	27,180
Planning Direc.	1	1	19,456			19,456
Health Director	1	0.5	11,945			11,945
Data Proc. Coordinator	1	1	15,341	82		15,423
Building Inspec.	1	1	17,986			17,986
Youth Coor.	1	1	18,535			18,535
Veteran's Agent	1	0.5	6,458			6,458
Minibus Coord.	1	0.3	3,850			3,850
Civil Defense Dir.	1	0.15	1,500			1,500
Sealer of Wts. & Meas.	1	0.25	3,396			3,396
Dental Clinic Supervisor	1	0.4	4,950			4,950
Total	15	9.85	193,544	82	10,077	203,703

* Other includes: Compensation associated with Contributory Retirement Board, and part-time compensation as Executive Secretary; Workman's Compensation Agent.

Clerical

Secretaries	12	8	71,998		2,135	74,133
Clerks	24	14.4	143,245	350	1,092	144,687
Total	36	22.4	215,243	350	3,227	218,820

* Other includes: Compensation received for work performed during elections and Town Meetings.

Staff	21	11	135,235	129	19	135,383
Custodians	3	3	29,590	351		29,941

Park and Recreation Commission

	No.	FTE	Regular	Overtime	Other*	Total
Administration						
Director	1	1	18,234		2	18,237
Clerical	2	2	14,607	1,001	179	15,796
Total	3	3	32,841	1,001	181	34,032
Rosemary Lake Swimming Pool						
Supervisors	4	4	5,773		849	6,621
Lifeguards & Instructors	16	16	14,891		2,463	17,354
Staff	4	4	6,308		84	6,391
Total	24	24	26,971		3,395	30,366
Summer Playgrounds, Day Camps, Workshops, Tennis, Others						
Supervisors	3	3	3,525		701	4,226
Directors	21	21	17,151		2,876	20,027
Leaders	25	25	12,132		2,581	14,713
Staff	7	7	3,873	198		4,071
Total	56	56	36,681	198	6,158	43,036
Activity Dir. Athletic Off., Instructors	30	30	18,134	99	1,667	19,900
Custodians	3	3	2,198			2,198
Grand Total	116	116	116,825	1,307	11,401	129,533

Needham Public Library Salaries

	No.	FTE	Regular	Overtime	Other*	Total
Librarian	1	1	18,227			18,227
Asst. Librarian	1	1	15,481		3	15,484
Refer. Super.	1	1	14,099		6	14,104
Refer. Super.	1	1	1,402			1,402
Refer. Librarian	3	1.5	16,195		15	16,209
Young Adult Lib.	1	1	12,089		12	12,102
Cataloger	2	1.3	17,338			17,338
Childrens Librarians	3	1.1	14,960		2	14,962
Circ. Super.	1	1	9,921		2	9,923
Circ. Super.	1	1	3,525		1	3,526
Branch Librarian	1	1	11,431		8	11,440
Para Prof. Asst.	2	2	21,965		13	21,978
Assistants	13	4.8	37,354		29	37,383
Coop Students	8	2	14,792			14,792
Pages	17	2.7	11,916	7		11,923
Custodians	4	2.5	27,109	383	848	28,340
Grand Total	43	25.9	247,804	390	939	249,133

* Other includes: longevity - recompense by organizations for janitorial services when using library Community Room.

School Department Salaries

Administration:	No.	FTE	Regular	Overtime	Other*	Total
Elementary						
Direc. Principals	8	8	189,017		1,000	190,017
Ass't Principals	2	2	38,752			38,752
Admin. Ass't		0.5	10,074			10,074
Total	10	10.5	237,843		1,000	238,843
Secondary						
Principals	3	3	86,805			86,805
Ass't Principals	5	5	125,021		1,842	126,863
Adm. Ass't		2.6	39,186			39,186
Dept. Heads		3.2	65,168			65,168
Coordinator		0.5	11,347			11,347
Total		14.3	327,527		1,842	329,369
All Schools:						
Directors		9.8	275,730			275,730
Central Office						
Superintendent	1	1	40,500			40,500
Ass't Supt. Curriculum	1	1	32,400			32,400
Direc. Personnel	1	1	28,000			28,000
Systems Analyst	1	1	21,000			21,000
Total	5	5	148,600		1,000	149,600
Teachers:						
Elementary		175.9	2,688,845		34,191	2,723,036
Junior High		92	1,826,729		38,984	1,865,713
Senior High		94	1,967,423		62,140	2,029,563
Total		361.9	6,482,997		135,315	6,618,312
Other Personnel:						
Substitutes	147		83,876		7,254	91,130
Tutors	64		139,672		11,410	151,082
Student Athletics	286		11,461		5,457	16,918
Custod. & Sub.	96		724,793	17,276	17,960	760,029
Sec. & Account.	86		459,055		1,289	460,344
School Aides	37		40,337		217	40,554
Non-Teachers	16		91,129		890	92,019
Cafeteria	76		219,993		2,318	222,311
Total	808		1,770,316	17,276	46,795	1,834,387

* Other includes: Payments for coaching, intramurals, contract stipends; payments to personnel for other items than the normal pay. Custodians "other" includes: Retroactive pay in December 1976 ($12,000), outside detail payments for organizations outside of School Department ($5,000). Overtime for custodians includes some overtime paid to custodians for other town departments.

Glover Memorial Hospital Salary Report

Administration	No.	FTE	Regular	Overtime	Other*	Total
Administrator	1	1	40,000			40,000
Ass't Admin./ Comptroller	1	1	27,301			27,301
Staff	2	2	16,616			16,616
Finance						
Ass't Controller	1	1	17,541			17,541
Staff	21	13	107,235			107,235
Supervisors	4	4	46,564			46,56455
Personnel						
Personnel Direc.	1	1	20,312			20,312
Staff	1	1	10,187			10,187
Public Affairs						
Director	1	1	17,595			17,595
Dir. Volunteers	1	1	12,576			12,576
General Services						
Director	1	1	17,395			17,395
Supervisors	2	2	23,105			23,105
Staff	7	3.5	20,278			20,278
Utilization Review						
Director	1	1	13,011			13,011
Staff	1	1	7,839			7,839
Dietary						
Supervisors	6	3	29,018			29,018
Staff	34	11.6	93,960			93,960
Housekeeping						
Supervisor	3	1	16,728			16,728
Staff	35	12.5	86,427			86,427
Laundry						
Supervisor	1	1	13,287			13,287
Staff	7	5	41,735			41,735
Maintenance						
Director	1	1	20,012			20,012
Staff	13	11	91,423			91,423
Laboratory						
Pathologist	1	1	45,430			45,430
Chief Tech.	1	1	18,608			18,608
Technologist	33	17.5	162,900			2,900
Staff	7	2.75	22,795			22,795
Medical Records						
Director	1	1	15,723			15,723
Staff	11	11	62,321			62,321
Pharmacy						
Chief Pharmacist	1	1	17,444			17,444
Pharmicists	2	2	8,522			8,522
Physical Medicine						
Chief Physical Therapist	1	1	14,889			14,889
Phys. Therapist	4	4	38,990			38,990
Occupational Therapist	1	1	8,035			8,035
Staff	2	2	8,862			8,862
Radiology						
Chief Tech.	2	1	16,097			16,097
Radiologic Tech.	17	8.2	74,698			74,698
Staff	6	2.9	27,262			27,262
Respiratory Therapy						
Chief Tech.	1	1	20,812			20,812
Therapists	13	3.3	41,732			41,732
Anesthes.	3	3	200,305			200,305
Social Service						
Director	1	1	12,397			12,397
Staff	2	1	4,468			4,468
NM Technician	2	1	6,707			6,707
EEG Technician	2	1	2,730			2,730
Nursing						
Supervisors	12	9.2	157,954			157,954
Staff	243	121.5	1,331,126			1,331,126
Total	500	279	3,110,962			3,110,962

JURY LIST

A
Aaronson, Beth, 82 Reservoir St.
Ackerman, Roger K., 368 High Rock St.
Adams, Ann, 106 Gay St.
Alexander, Paul F., 14 Burnside Rd.
Amato, Mary C., 52 Charles River St.
Andrews, Ellen, 28 Birch St.
Andrews, Jean S., 77 Mayo Ave.
Arren, Francis, 2 Rolling Lane
Ascheim, Juliette K., 91 Blake St.
Atkins, Donald B., 28 Appleton Rd.

B
Bain, C. Beatrice, 28 Hemlock St.
Balcom, Frances R., 47 Dartmouth Ave.
Banner, Stanley E., 50 Woodbine Cir.
Barack, Burton B., 47 Gary Rd.
Barton, James M. III, 28 John St.
Bassett, Walter H., 13 Hunnewell Terr.
Bates, Giovannita, 62 Gilbert Rd.
Bauer, Ruth, 160 Tower Ave.
Bazer, Evelyn S., 156 Woodbine Cir.
Benedict, James, 72 Sargent St.
Berger, Jerome Q., 91 Noanett Rd.
Bergeron, Marie G., 42 Perrault Rd.
Bertucci, Richard E., 89 Deerfield Rd.
Birkett, Margaret R., 62 Kimball St.
Blackall, Justine A., 557 Chestnut St.
Bolivar, Wayne W., 55 Wilshire Pk.
Borrelli, Mary T., 32 Damon Rd.
Boschen, Ethel F., 3 Brentwood Cir.
Boyce, Lester C., 307 Great Plain Ave.
Breau, Edward P., 864 Webster St.
Brehm, Barbara A., 34 Woodledge Rd.
Brooks, Robert, 60 Oak Knoll Terr.
Brown, Mavis J., 412 Hillcrest Rd.
Brown, Dorothy F., 665 Great Plain Ave.
Brown, Earline L., 40 Richdale Rd.
Bryden, Janina, 131 Broadmeadow Rd.
Burden, Paul Jr., 16 Evans Rd.
Bycoff, Joan, 79 Mackintosh Ave.

C
Cabot, Philip D., 1636 Great Plain Ave.
Calitri, Peter A., 312 Rosemary St.
Campbell, Suzanne R., 147 Pickering St.
Carley, Lois M., 239 Dedham Ave.
Caro, Catherine L., 35 Avalon Rd.
Carr, Arthur T., 141 Country Way
Cavanaugh, Thomas Jr., 154 Elmwood Rd.
Cerulo, Lena M., 152 Central Ave.
Cerulo, Joseph M., 16 Cimino Rd.
Chaffey, Paula J., 25 Richardson Dr.
Chambers, Ralph E., 112 Birds Hill Ave.
Chapin, Andrew, 209 West St.
Chase, Robert E., 50 Fuller Rd.
Christmas, Doris G., 14 Roscoe St.
Clark, Stephen P., 50 Laurel Dr.
Clark, Walter J., 81 Beaufort Ave.
Cohan, Mort S., 9 Savoy Rd.
Cohen, Harvey M., 50 Hancock Rd.
Cole, Richard A., 75 Eaton Rd.
Compagnone, Angelina, 166 Meetinghouse Cir.
Concannon, Catherine D., 37 Gage St.
Condon, Margaret R., 160 Great Plain Ave.
Congdon, Charles T., 45 Curve St.
Connaughton, Marianne, 1012 South St.
Connolly, James J. Jr., 31 Hamlin Lane
Connolly, Paul E., 39 Abbott St.
Conry, Joseph A., 746 Highland Ave.
Conti, Angela, 302 Warren St.
Cote, Bruce S., 55 Colby St.
Coveney, Michael P., 119 Fox Hill Rd.
Crawford, Robert E., 46 Pond St.
Cross, Robert K., 120 Charles River St.
Cunnane, Joseph T. Jr., 30 Kenney St.
Cunniff, Joseph J., 119 Meadowbrook Rd.
Cunningham, Isabelle, 76 Greendale Ave.
Curran, Francis J., 20 Pinewood Rd.
Currie, John A., 600 High Rock St.
Curtin, Robert V., 82 Curve St.
Cutler, Marylou, 221 Elmwood Rd.

D
Daly, William M., 7 Maple Terr.
Dauwer, Marion, 20 Shady Lane
Davis, Patricia A., 667 Webster St.
Deiulio, Mary, 27 Hamilton Place
Demer, Ronald, 69 Valley Rd.
Demers, Roberta J., 56 Stockdale Rd.
DeMiglio, Francis J., 22 Gilbert Rd.
Derenzo, Evelyn T., 14 Dartmouth Ave.
Dietz, Walter, 44 Mellen St.
Dilanian, Myron E., 37 Stonehurst Rd.
Dillon, Nancy L., 567 Webster St.
DiMartino, Joseph A., 50 Tudor Rd.
Dirago, Joseph A., 176 Hunting Rd.
Divecchio, Joseph A., 18 Overlook Rd.
Dobrowolski, Winifred, 153 Pine Grove
Dolitka, Hohn J., 231 West St.
Donahue, Catherine, 66 Douglas Rd.
Donahue, Helen, 226 Great Plain Ave.
Doolin, Robert K., 18 Emerson Rd.
Dorr, Barbara D., 120 Garden St.
Downs, Barbara J., 51 Virginia Rd.
Dunn, Mary, 40 Berkshire Rd.
Duross, Charles J., 46 Birds Hill Ave.
Dwyer, William, 610 South St.

E
Egan, Daniel, 75 Coolidge Ave.
Egerhei, Ralph K., 35 Greenwood Ave.
Eicher, David L., 72 High Rock St.
Eilberg, Gerald S., 40 Bonwood Rd.
Emery, Dorothea, 83 Bird St.
Epi, Melba, 3 Gould St.
Everett, Donald F., 160 Paul Revere Rd.

F
Fanger, Phyllis S., 755 Greendale Ave.
Fantegrossi, Vincent V., 4 Webster St.
Fassett, Martha E., 99 Nehoiden St.
Fay, Mary A., 280 Nehoiden St.
Ferellec, Matthew, 227 Hillcrest Rd.
Fish, Charles A., 42 Hillcrest Rd.
Fisk, Cynthia, 62 Bradford St.
Flashner, Carol Ann, 62 Lee Rd.
Fleming, James J., 68 Old Farm Rd.
Flinchbaugh, Margery, 95 Wachusett Rd.
Flynn, Edmund J., 60 Park Ave.
Foster, Frances M., 12 Cranberry Lane
Fox, Myron E., 43 Marked Tree Rd.
Fratkin, Benjamin, 165 Dawson Dr.
Fryer, R. Alan, 146 Warren St.
Furtaw, Alson E., 115 Beaufort Ave.

G
Gallant, Margaret M., 58 Marshall St.
Gallello, Theresa M., 23 Howland St.
Galvin, Robert J., 22 Donna Rd.
Gardner, Richard K., 49 Coolidge Ave.
Gaudet, James A., 87 Harris Ave.
Geden, Helen M., 39 Lawton Rd.
George, Kenneth T., 121 Walker Lane
Geraci, Frank A., 167 Parker Rd.
Geyer, Anne J., 74 Pilgrim Rd.
Giguere, Maurice, 17 Standish Rd.
Gilligan, James Jr., 35 Rolling Lane
Glazer, Gary J., 64 Booth St.
Gledhill, J. Norman III, 11 Willow St.
Glorioso, Anthony Jr., 361 Greendale Ave.
Glynn, George W., 43 Lake Dr.
Goldberg, Laurence, 54 Yale Rd.
Goldman, Richard B., 179 Damon Rd.
Goodall, Russell P., 97 Highgate St.
Gordon, Leonard J., 89 Ardmore Rd.
Gorman, John R., 25 Edgewater Dr.
Gosh, Marylin L., 115 Lincoln St.
Gould, Donna R., 65 Elder Rd.
Graceffa, Angelo, 22 Edwardel Rd.
Graveline, Paul A., 502 Central Ave.
Griffin, Barbara T., 139 Grant St.
Gruverman, Marjorie B., 16 Tanglewood Rd.
Gustowski, Cheryl A., 129 Melrose Ave.

H
Haire, Donald A., 50 Highgate St.
Halfrey, John C., 53 Hunnewell St.
Hall, Robert S., 80 Sylvan Rd.
Halpern, Jaclyn S., 22 Richard Rd.
Hancock, Paul, 38 Valley Rd.
Hannon, Juliette M., 13 Union St.
Hannon, Mary K., 530 Chestnut St.
Hanson, Edward R., 69 Prince St.
Hanson, Edmund A., 53 Stratford Rd.
Harding, Miriam C., 33 Park Ave.
Harding, Douglas B., 122 Washington Ave.
Harklow, Arnold N., 45 Broad Meadow Rd.
Harper, Mary H., 62 Newell Ave.
Harrington, Doris B., 69 Whiting Way
Harrington, Alan, 18 Lois Lane
Harrison, Theodore D., 33 Bond St.
Hartford, Nancy D., 212 Washington Ave.
Hasenfus, George Jr., 77 Wellesley Ave.
Hasenfus, George H. III, 41 Walnut St.
Haskell, George F., 5 Lake Dr.
Hazeldine, Pamela, 76 Riverside St.
Heald, Myrna P., 65 Blacksmith Dr.
Hearn, Colette, 25 Fair Oaks Pk.
Hemmskerk, Rika V., 60 Maple St.
Heneghan, Michael, 30 Aletha Rd.
Hickey, James A., 147 Plymouth Rd.
Hicks, Helen K., 41 Colonial Rd.
Hill, Ruth A., 370 Central Ave.
Hlavaty, Lad F., 17 Shirley Rd.
Hoffman, Ilene M., 117 Chestnut St.
Hogan, Dorothea A., 810 Great Plain Ave.
Hohengasser, David B., 334 Brookline St.
Hokinson, Peter F., 226 May St.
Holland, Gordon, 122 Grosvenor Rd.
Hooker, Andrew D., 93 South St.
Horton, Francesca E., 1136 Central Ave.
Howard, Elizabeth A., 136 Lindbergh Ave.
Howard, Paul K., 30 Brookline St.
Hughes, Elaine E., 120 Laurel Dr.
Hurd, Richard A., 372 Webster St.
Hurley, James H., 14 Highview St.
Hursh, Laura, 35 Newbury Pk.
Husbands, Munroe, 224 Greendale Ave.

J
Jackson, Peter C., 57 Gayland Rd.
Jackson, William J., 14 Dale St.
Janek, Bolek, 11 Longfellow Rd.
Johnson, Robert L., 37 May St.
Jose, Katherine M., 13 Gayland Rd.

K
Kalin, John P., 15 Hoover Rd.
Kalinowski, John E., 92 Highland Ave.
Kalman, Shirley, 1212 Greendale Ave.
Kane, Patricia M., 21 Edgewood St.
Karalewicz, Helen, 99 Highland Ave.
Karlin, Morris M., 115 Bird St.
Katziff, Lois A., 147 Prince St.
Keefe, Leo G., 21 Hillcrest Rd.
Keith, Claude O., 51 Norfolk St.
Kelley, Leon E., 14 Mayo Ave.
Kelley, Mary E., 104 Plymouth Rd.
Kelligrew, Peter, 57 Gatewood Dr.
Kennedy, Thomas A. Jr., 73 Mann Ave.
Kent, Elsie E., 78 Mayflower Rd.
Kent, George F., 184 Richdale Rd.
Keough, Doris C., 149 Richardson Dr.
Kimura, Atsuko J., 37 Hazelton Ave.
Klein, Mimi, 210 Oak Hill Rd.
Kline, Oliver R., 1500 Great Plain Ave.
Kostowski, Henry, 156 Manning St.

L
Labitt, Bernard H., 40 Daley St.
Lafean, Anne W., 286 Cartwright Rd.
Lanigan, Edward J., 83 Livingston Cir.
LaPlante, Barbara J., 50 Thornton Rd.
Lavine, Albert, 151 Gould St.
Lazovick, Marcia B., 61 Tillotson Rd.
Leeman, Rose G., 1210 Central Ave.
Leenhouts, Lawrence E., 351 Manning St.
Lemay, Richard, 39 Horace St.
Lennon, Anne, 1180 Greendale Ave.
Leon, Benjamin J., 41 Ellicott St.
Liberman, Stuart, 55 Coulton Pk.
Lingley, Esther M., 1033 Greendale Ave.
Linse, Irmgard R., 479 Dedham Ave.
Lloyd, Richard N., 27 Powderhouse Rd.
Logan, Penelope, 51 Riverside St.
Logan, Edward F., 50 Nevada Rd.
Logan, Mary T., 277 Warren St.
Logue, John I., 217 Edgewater Dr.
London, Frederick, 218 Marked Tree Rd.
Lynch, Stephen D., 97 Bradford St.
Lyons, June A., 71 Norfolk St.

M
MacArthur, Peter, 160 Tudor Rd.
MacDonald, Elva C., 148 Oak St.
Macdonald, Etheida S., 37 Whiting Way
MacDonald, Mary M., 25 Ware Rd.
MacFarlane, Malcolm V., 1184 South St.
MacKenzie, Robert L., 15 Peacedale Cir.
MacVeigh, Mayr, 41 Sutton Rd.
Macy, Catherine D., 33 Dunster Rd.
Maguire, Cynthia, 36 Marsh Rd.
Mahar, A. Bruce, 169 Melrose Ave.
Maley, Edward M., 166 Fair Oaks Pk.
Malone, Elizabeth F., 23 Rybury Hill.
Malone, Patricia, 293 Brookline St.
Manchester, Paul E., 39 Mark Lee Rd.
Mancini, Anthony A., 125 Webster St.
Manzoli, Bernard P., 407 Dedham Ave.
Maravelias, George A., 22 Lancaster Rd.
Marks, George S. Jr., 30 Murphy Rd.
Marsters, John F. Jr., 288 Central Ave.
Martin, Gertrude I., 80 Rosemary St.
Martin, Leslie, 39 Dogwood Lane
Martino, Isabel M., 134 Taylor St.
Mastropieri, Lawrence G., 71 Maple St.
McAdam, Leo F., 1167 Great Plain Ave.
McCarthy, Kathleen, 1202 Greendale Ave.
McCarthy, Donald J., 29 Sterling Rd.
McCarthy, Marion V., 18 Avon Cir.
McDonald, Margaret M., 1208 Greendale Ave.
McDonald, Jane, 140 Dawson Dr.
McDonnell, Rose Marie, 162 Fisher St.
McGlobin, Donald F., 18 Ludwig Rd.
McGrath, Allen J., 513 Chestnut St.
McKnight, Samuel, 132 Sylvan Rd.
McLaughlin, Madeleine, 348 West St.
McQuillan, John J., Jr., 193 Lindbergh
Meghreblian, Robert V., 28 Gay St.
Meinche, William J., 8 Hunnewell St.
Melick, Judith W., 100 Windsor Rd.
Melnick, Margaret L., 604 Central Ave.
Mentzer, Edward S., 80 Robinwood Ave.
Merowitz, Elinore A., 34 David Rd.
Micciche, Margaret, 1766 Great Plain Ave.
Miceli, Joseph J., 81 Dedham Ave.
Mills, Stephen J., 112 Barrett St.
Mineo, John, 8 Tudor Rd.
Monck, Terry, 283 Chestnut St.
Moore, Gertrude M., 50 Hillside Ave.
Morris, Norman L., 33 Jayne Rd.
Morrison, Alice L., 110 Country Way
Morrissey, Josephine C., 253 Greendale Ave
Morse, Bradley F., Jr., 213 Warren St.
Motchok, Emil P., 26 Locust Lane
Mullen, Thomas M., 473 High Rock St.
Mullen, William J., 1574 Central Ave.
Mullen, James C., 51 Highland Terr.
Murphy, Mary D., 46 Emerson Rd.
Murphy, Casilde M., 10 Rosegate Rd.
Murphy, Edward B., Jr., 9 Grosvenor Rd.
Muther, Stephen L., 54 Glendale Rd.
Myers, Nancy J., 199 St. Mary St.

N
Nadler, Madeline, 59 Deerfield Rd.
Naughton, John J., Jr., 61 Warren St.
Neill, J. David, 39 Prince St.
Newcomb, Robert L., 149 Laurel Dr.
Niden, Carol L., 28 Old Farm Rd.

O
Olive, Frances F., 141 Edgewater Dr.
Oliver, Henry F., 349 Great Plain Ave.
O'Toole, John J., 28 Mercer Rd.

P
Papretti, Kenneth A., 60 Pine Grove St.
Paquette, Thomas, 180 Dedham Ave.
Passero, Leo P., 136 Maple St.
Paul, Grant, Jr., 34 Hazel Lane
Paulson, Patricia A., 11 Ridgeway Terr.
Pearl, David M., 28 Perrault Rd.
Peirce, Elizabeth, 89 May St.
Pellegrini, Christine, 31 Arnold St.
Perethian, Harold, 15 Dunbarton Rd.
Perito, Guy F., 51 Yurick Rd.
Petrillo, Loretta A., 109 Paul Revere Rd.
Petrini, Eugenia V., 6 Pine Grove St.
Phillips, R. Lee, Jr., 473 Great Plain Ave.
Piers, Eleanor F., 168 Broad Meadow
Plaster, Richard T., 1472 Great Plain Ave.
Portnoy, Barry, 189 Valley Rd.
Potts, Robert, 43 Peacedale Rd.
Poulos, Ann M., 11 Mason Rd.
Prins, Katherine G., 198 Forest St.
Provencher, Anita M., 260 Washington Ave.

R
Ramrath, Frank A., 106 Falcon St.
Reber, Patricia A., 41 Hawthorne Ave.
Reddington, Mary E., 93 Meadowbrook Rd.
Reilly, Frederick T., 309 Central Ave.
Reynolds, Gertrude H., 69 Clarke Cir.
Rheaume, Melinda, 310 Hillside Ave.
Ricciardelli, Ronald R., 62 Sachem Rd.
Ricciardelli, Norman A., 596 Highland Ave.
Richards, Karl W., Jr., 520 Webster St.
Riddle, Harry A., 12 Churchill Lane
Robbins, Arthur S., 23 Yale Rd.
Roberts, Basil M., 44 Morningside Rd.
Roche, Marion, 43 Fairview Rd.
Rogers, Brian P., 238 Hunnewell St.
Rose, Joan M., 36 Newbury Pk.
Rosen, Selma, 49 Tillotson Rd.
Ross, Sylvia I., 126 Jarvis Cir.
Rougeau, John, 203 Hunting Rd.
Roussos, Nicholas P., 25 Glendoon Rd.
Rowell, Walter H., Jr., 27 Washburn Ave.
Ryan, Jean F., 847 Webster St.
Rynne, William E., 7 Broad Meadow Rd.

S
Salvaggio, Charles A., 906 Greendale Ave.
Salvucci, Donald A., 43 Oak Hill Rd.
Savignano, Joseph, Jr., 128 Hunnewell St.
Savignano, Joseph P., 1107 Webster St.
Scalia, Joseph P., 53 Whittier Rd.
Scarcella, Angelo, 12 Bradford St.
Scheufele, Robert J., 1347 Great Plain Ave.
Schmall, Stephen A., 125 Brookline St.
Schmeisser, Lester R., 33 Border Rd.
Schwarzman, Zvi, 58 Fay Lane
Scofield, Robert A., 25 Lindbergh Ave.
Scott, Virginia R., 71 Dawson Dr.
Scott, Eileen D., 45 Grant St.
Scribner, Edward A., 50 Grosvenor Rd.
Seff, Irene K., 45 Fairfield St.
Semo, Helen, 83 Webster St.
Setian, Zohrab Y., 26 Bennington St.
Seymour, Eileen B., 65 North Hill Ave.
Shapiro, Harvey, 178 Hunnewell St.
Shapiro, Ethel L. 44 Lee Rd.
Shaughnessy, Frederick, 50 Grasmere Rd.
Shaw, Bradley A., 85 Richard Rd.
Sheppard, Allen E., 6 Glenwood Rd.
Sherman, Gregory E., 22 Taylor St.
Shuman, Alvan E., 99 Evelyn Rd.
Signore, Thomas, 145 Reservoir St.
Sillesky, J. Darrison, 41 Perry Dr.
Silverstein, Cynthia E., 208 Webster St.
Simonsen, Gordon, 35 Livingston Cir.
Skinner, Ruth C., 25 LaSalle Rd.
Slater, Eve M., 45 Hoover Rd.
Smith, William J., 343 Hunnewell St.

(continued on Page 33)

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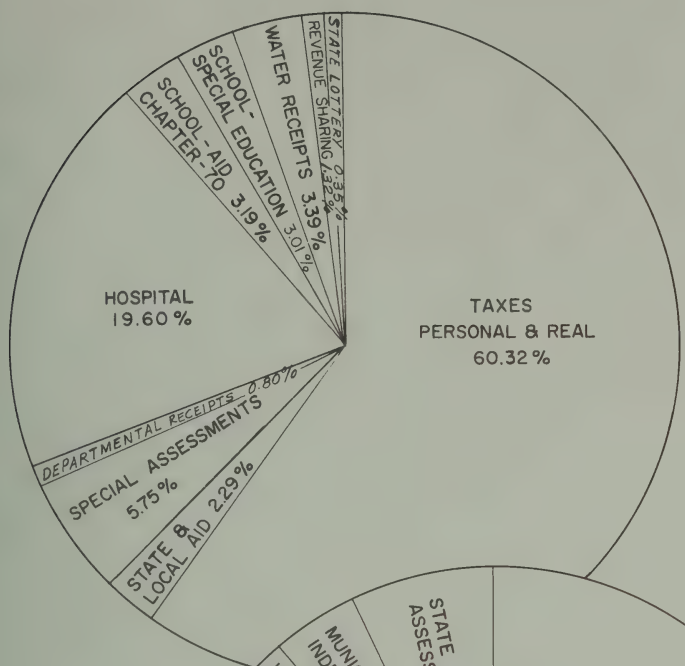
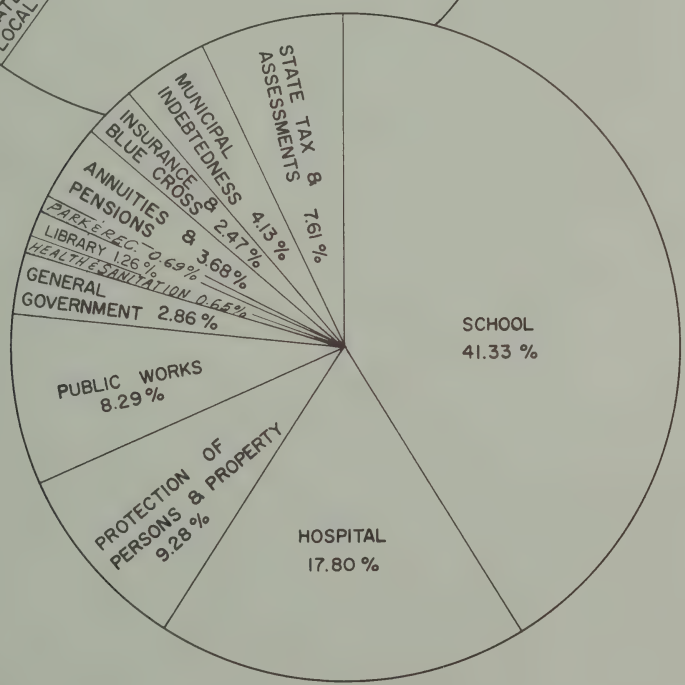
WHERE THE MONEY CAME FROM





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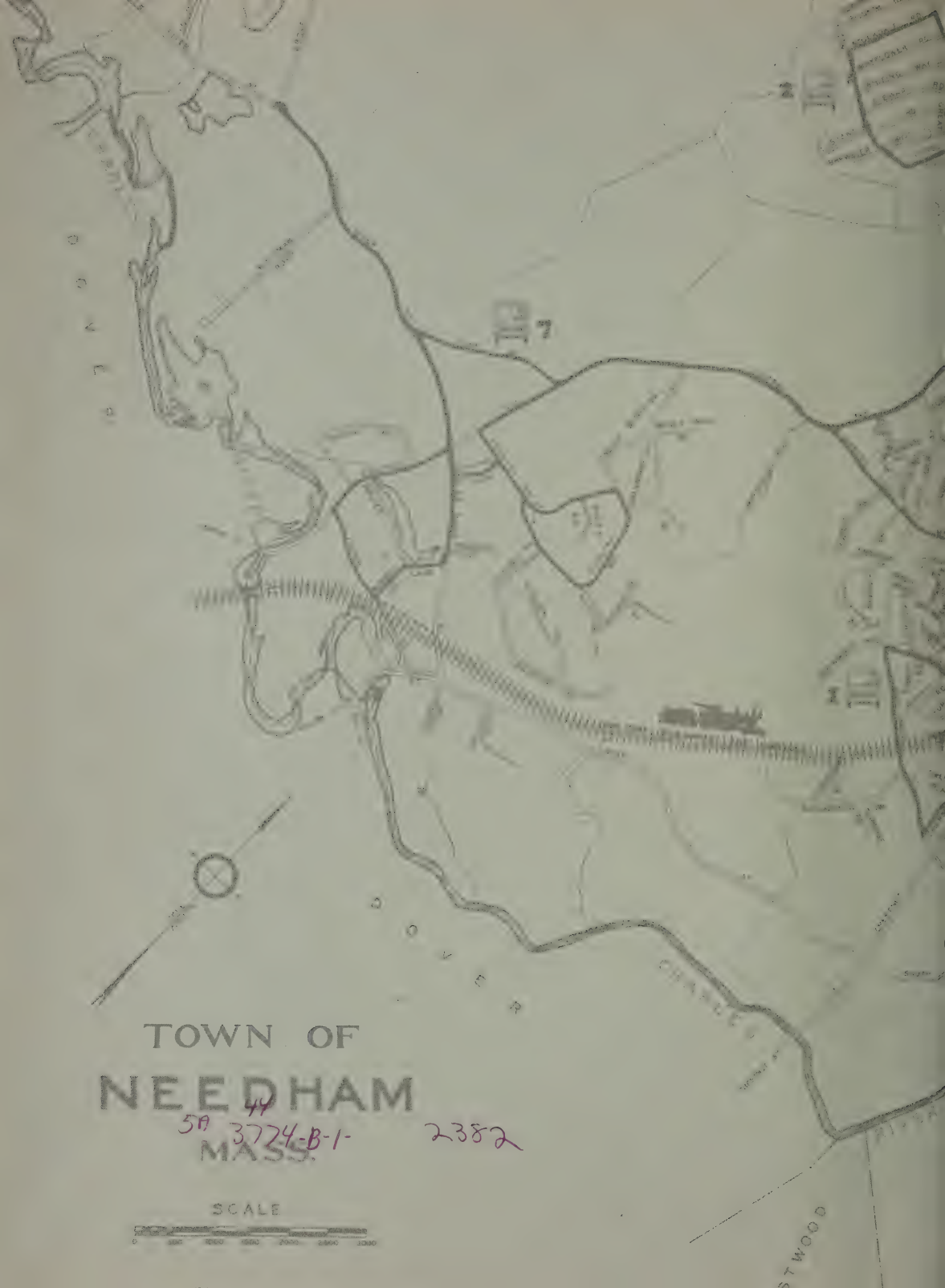

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